



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 21  
888 S Figueroa St Fl 9  
Los Angeles, CA 90017-5449

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (213)894-5204  
Fax: (213)894-2778

April 15, 2014

JOSHUA ADAMS, ATTORNEY AT LAW  
ROTHNER SEGALL & GREENSTONE  
510 S MARENGO AVE  
PASADENA, CA 91101-3115

Re: UNIVERSITY OF LA VERNE  
Cases 21-CA-121140  
21-CA-121145  
21-CA-121153  
21-CA-121165  
21-CA-121679  
21-CA-122286

Dear Mr. Adams:

We have carefully investigated and considered your charges that UNIVERSITY OF LA VERNE has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charges.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **April 29, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a

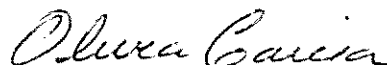
April 15, 2014

delivery service no later than April 28, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before April 29, 2014.** The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after April 29, 2014, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



OLIVIA GARCIA  
Regional Director

Enclosure

cc: (See next page.)

cc: MARIA KEEGAN MYERS, ATTORNEY AT LAW  
ROTHNER SEGALL & GREENSTONE  
510 S MARENGO AVE  
PASADENA, CA 91101-3115

SERVICE EMPLOYEES INTERNATIONAL UNION  
3055 WILSHIRE BLVD, STE 1050  
LOS ANGELES, CA 90010-1176

ROBERT M. STONE, ATTORNEY AT LAW  
JON C. MCNUTT, ATTORNEY AT LAW  
MUSICK PEELER & GARRETT LLP  
ONE WILSHIRE BLVD, SUITE 2000  
LOS ANGELES, CA 90017-3886

UNIVERSITY OF LA VERNE  
1950 THIRD STREET  
LA VERNE, CA 91750

OG/cw