

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 32**

**NEIL JONES FOOD COMPANY DBA TOMA-TEK**

**Employer**

**And**

**Case 32-RC-362939**

**TEAMSTERS UNION LOCAL NO. 856**

**Petitioner**

**DECISION AND DIRECTION OF ELECTION**

Neil Jones Food Co. d/b/a Toma-Tek (the Employer) is a Washington corporation engaged in the processing of tomatoes at its facility located at 2502 N Street, Firebaugh, CA 93622. On April 1, 2025, Teamsters Local 856 (the Petitioner or Union) filed a representation petition (the Petition) under Section 9(c) of the National Labor Relations Act (the Act) seeking an *Armour-Globe*<sup>1</sup> self-determination election to add approximately two (2) Research and Development Lab Technicians to an existing bargaining unit comprised of approximately 1, 127 employees. This existing unit includes: Batchers, Bin Assembly employees, Boiler Operators, Boiler Technicians, Certified Boiler Technicians, Bulk Dump Operators, Caser/Palletizers, Caser Operators, Control Room Operators, Control Room Leads, Control Room Operator Mechanics, Custodians, Electricians, Facilities Maintenance Technicians, Filler Operators, Filler Leads, Flow Control Operators, Forklift Mechanics, Forklift Operators, General Laborers, Packers, Industrial Strappers, Ingredient Drivers, Ingredient Weighers, Machinery Lubrication employees, Inventory-Cycle Counters, Material Handlers, Material Handler Leads, Materials Cycle Counters, Mechanics, Assistant Mechanics, Micro Techs, Packaging Techs, Packaging Leads, Paste Filler Assistants, Pearson Operators, Process Checkers, QA Shipping/Receiving Inspectors, Quality Assurance Techs, Sample Operator Graders, Sanitation employees, Sanitation Leads, Sanitation Recycling Technicians, Sorter Leads, Sterilizer Operators, Tagger Operators, Technician Assistants, Tool Room Attendants, Warehouse Leads, and Yard Leads.<sup>2</sup> Petitioner does not seek to include any other unrepresented employees.

A hearing officer of the National Labor Relations Board (the Board) held a hearing in this matter on April 10, 2025. At the hearing the Parties stipulated that, pursuant to Section 9(b) of the Act, the petitioned-for unit constitutes a distinct, identifiable segment of Employer's employees. The Parties stipulated that any unit found appropriate by the Regional Director, within the meaning of Section 9(b) of the Act, should include the following job classifications:

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<sup>1</sup> *Armour & Co.*, 40 NLRB 1333 (1942); *Globe Machine & Stamping Co.*, 3 NLRB 294 (1937).

<sup>2</sup> The existing unit was certified pursuant to a petition in Case 32-RC-330891.

**Included:** All full-time and regular part-time Research and Development Lab Technicians employed by the Employer at its Firebaugh, California facility.

At the hearing, Petitioner confirmed it would like to proceed to an election in a stand-alone unit of the petitioned-for Research and Development Lab Technicians (R&D Technicians) if an *Armour-Globe* election is deemed inappropriate.

Based on the record and relevant Board law detailed below, I find that the R&D Technicians share a community of interest with the existing unit. Accordingly, I am directing a self-determination election to allow the R&D Technicians to decide whether to join the existing bargaining unit represented by the Union or remain unrepresented.

## **I. THE EMPLOYER'S OPERATION**

The Employer's Firebaugh, California facility is a tomato cannery and warehouse that produces and cans tomato-based products. At this facility, the Employer employs approximately 200 employees year-round and an additional 1,000 employees on a seasonal basis during the tomato harvest season.

## **II. STATEMENT OF THE LEGAL STANDARD TO DECIDE WHETHER TO INCLUDE R&D TECHNICIANS INTO THE EXISTING BARGAINING UNIT**

An *Armour-Globe* self-determination election is the proper method by which a union may add unrepresented employees to an existing unit. *Warner-Lambert Co.*, 298 NLRB 993, 995 (1990). In determining whether such an election is appropriate, "it is necessary to determine the extent to which the employees to be included share a community of interest with unit employees, as well as whether the employees to be added constitute an identifiable, distinct segment so as to constitute an appropriate voting group." *Id.* A self-determination election may be appropriate regardless of whether the petitioned-for employees may be found to be a separate appropriate unit. *Great Lakes Pipe Line Co.*, 92 NLRB 583, 584 (1950). The unit sought need not be the only, or even the most appropriate unit, so long as it constitutes an appropriate unit. See, e.g., *Overnite Transportation Co.*, 322 NLRB 723, 723 (1996).

In this matter, pursuant to the stipulation of the Parties, I find that the petitioned-for R&D Technicians constitute an identifiable, distinct segment that constitutes an appropriate voting group. Accordingly, the only issue to resolve is whether R&D Technicians share a sufficient community of interest with the existing unit. When making that determination, the Board considers whether the employees sought are organized into a separate department; have distinct skills and training; have distinct job functions and perform distinct work, including inquiry into the amount and type of job overlap between classifications; are functionally integrated with the Employer's other employees; have frequent contact with other employees; interchange with other employees; have distinct terms and conditions of employment; and are separately

supervised.<sup>3</sup> *United Operations, Inc.*, 338 NLRB 123 (2002). In making a community of interest determination, no one factor is singularly dispositive and each case must be analyzed based on the unique circumstances present.

### III. FACTS AND ANALYSIS OF COMMUNITY OF INTEREST FACTORS

#### A. Organization of the Plant

In weighing department organization in the *Armour-Globe* context, the Board considers whether the proposed unit employees work in the same department as the existing unit employees. See *Public Service Co. of Colorado*, 365 NLRB 1017 at 1017 fn. 4 (2017) (self-determination election appropriate where “most of the planners work in the same department as unit maintenance employees, and all of the planners are more broadly part of the energy supply area”). The Board also generally looks to whether the petitioned-for voting group conforms to an administrative function or grouping of an employer’s operation. For example, the Board would not approve a unit consisting of some, but not all, of an employer’s production and maintenance employees. See, *Check Printers, Inc.*, 205 NLRB 33 (1973). However, in certain circumstances the Board will approve a unit despite other employees in the same administrative grouping being excluded. *In re Home Depot USA, Inc.*, 331 NLRB at 1289 and 1291 (2000).

The Employer’s operation at the Firebaugh, California facility is organized into roughly a dozen departments. The R&D Department is comprised of the two R&D Technicians, the Manager of Product Development, and the Director of Product Development. The petitioned-for R&D Technicians are the only non-supervisory employees in their department. Beyond the petitioned-for R&D Technicians, all other employees at this facility are either already in the bargaining unit, supervisory, or performing administrative functions.

Here, the R&D Technicians work in a different department from the other bargaining unit employees. Nonetheless, R&D Technicians are an integral part of the process of creating and manufacturing Employer’s tomato-based products. Given these two facts, I find this factor weighs slightly against a finding of community of interest.

#### B. Skills and Training

The record establishes an overlap of skills and training between the R&D Technicians and the unit employees. Evidence that employees are subject to similar requirements to obtain employment, have similar job descriptions or licensure requirements, participate in the same employer training programs, and/or use similar equipment supports a finding of similarity of skills. *Azta Indiana Gaming Co., LLC d/b/a Casino Azta*, 349 NLRB 603 (2007); *J.C. Penney*

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<sup>3</sup> Bargaining history can additionally be a community-of-interest factor, where it is recent and significant and involves the petitioned-for employees. The relationship between Petitioner and the Employer began on August 15, 2024, when Petitioner was certified as the bargaining representative of this unit. There was no evidence that the petitioned-for R&D Technicians have ever been represented by a labor organization, and any record evidence of bargaining history between the Employer and the existing unit’s prior bargaining representative carries little weight here. Therefore, bargaining history and the historical exclusion of the petitioned-for employees from the unit under the prior bargaining representative is only a neutral factor in this case.

*Company, Inc.*, 328 NLRB 766 (1999); *Brand Precision Services*, 313 NLRB 657 (1994); *Phoenix Resort Corp. d/b/a the Phoenician*, 308 NLRB 826 (1992).

The R&D Technician position does not require any formal certifications or higher education, including a culinary education. R&D Technicians participate alongside production and maintenance unit employees in general trainings that address topics like harassment, general conduct, plant policies, human resources, and new hire orientations. R&D Technicians also participate in annual trainings specific to their job classification.

The record shows parallels between the job descriptions of the R&D Technicians and those of two existing bargaining unit classifications, the Batchers and the Quality Assurance (QA) Technicians. Both QA Technicians and R&D Technicians are required to use, perform calibrations on, and troubleshoot the following equipment: HunterLab colorimeter, refractometer, consistometer, salt titrator, TA titrator, pH meter, computer, weighing scale, and thermometer. Both QA and R&D Technicians are required to perform and troubleshoot necessary corrective actions for sensory evaluation (including flavor, odor, and appearance). Just like Batchers, who must “understand the impact of cooking oil, starch, gum, butter, dehydrated ingredients, etc. on tomato-based products,” R&D Technicians share this responsibility over ingredients and ingredients’ impact on all aspects of the final product.

In sum, the record establishes that the R&D Technician classification does not require specific certifications or educational degrees that would set it apart from the bargaining unit job classifications. Furthermore, there are overlapping required skills found in the R&D Technician job description and the QA Technician and Batchers job descriptions. On the whole, I find that this factor weighs in favor of finding a community of interest.

### **C. Job Functions and Work**

Examination of job functions looks to the amount and type of job overlap between unit employees and petitioned-for employees. Evidence that employees perform the same basic function or have the same duties, that there is a high degree of overlap in job functions or of performing one another’s work, or that disputed employees work together as a crew, support a finding of similarity of functions. Job functions need not be completely identical or interchangeable to weigh in favor of finding a community of interest. See *Walt Disney Parks & Resorts, U.S., Inc.*, 373 NLRB No. 99 (2024), citing *IKEA Distribution Services, Inc.*, 370 NLRB No. 109, slip op. at 11 (2021).

R&D Technicians prepare samples of potential new products by collecting the ingredients, cooking, and sterilizing them. If the client accepts the product, the R&D Technicians proceed to prepare a larger batch of the product and run tests. R&D Technicians also analyze samples of the Employer’s products and ingredients.

The record shows significant overlap between the job functions of Quality Assurance (QA) Technicians, who are members of the bargaining unit, and R&D Technicians. Both classifications are required to use the same laboratory equipment to perform tests on the products. Both classifications evaluate and correct the products’ flavor, odor, and appearance. Both classifications are required to understand industrial and pouch operations.

As a significant portion of the R&D Technicians' job duties overlaps with the QA Technicians' job functions, I find that this factor strongly weighs in favor of finding a community of interest between the R&D Technicians and the existing unit.

#### **D. Functional Integration**

Functional integration is present when employees must work together and depend on each other in order to accomplish their overall duties. See, *Walt Disney Parks & Resorts, supra*. Evidence that employees work together on the same matters, have frequent contact with one another, and perform similar functions is relevant when examining whether functional integration exists. *Transerv Systems*, 311 NLRB 766 (1993).

R&D Technicians rely on unit employees in order to accomplish the core functions of their job, and vice versa. For example, the scale-up testing process requires collaboration across departments. The Quality Assurance team gathers the data. The production team (specifically Bachers) uses the sampling device to obtain a sample, put it into a pouch, and deliver it to the R&D Technicians. The R&D team then conducts verification and duplicate testing to ensure that the production team is following the instructions.

Once the R&D team has created the recipe and developed the product specifications, they turn the information over to the manufacturing team to manufacture the finished product. The R&D team develops every product that ultimately ends up on the production line.

Furthermore, the Materials department receives and houses the bulk herbs and spices that the R&D Technicians use; for all non-tomato ingredients, the R&D Technicians submit a request to the Materials department. Conversely, sometimes the Materials Handlers bring ingredients to the R&D Technicians to test, for example if the ingredient is close to expiration and the Handlers need to see if they can extend the ingredient, or if they want to test the ingredient's potency.

In sum, R&D Technicians depend heavily on at least the Quality Assurance, Materials, and production teams to accomplish their work. Likewise, the manufacturing employees would have nothing to produce without the work of the R&D Technicians. For these reasons, I find that the functional integration of the Employer's operations strongly weighs in favor of finding a community of interest between the R&D Technicians and the existing bargaining unit.

#### **E. Contact between Employees**

The record showed that R&D Technicians have regular contact with other employees despite performing their job duties in the R&D laboratory kitchen, to which no employees outside their department had keys to. The building in which their kitchen is housed also contains manufacturing equipment, a parts store, managerial offices, and a lunchroom. R&D Technicians share lunchrooms and break areas with unit employees.

For example, R&D Technicians email the Materials and Ingredients departments to request that they remove a drum or bin to the cooler for further analysis. If R&D Technicians test a product and find that it not usable, they contact the Warehouse department to dispose of it. R&D Technicians request support from the Maintenance department. When leaving the

laboratory to identify and gather ingredients like fresh tomatoes or tomato puree from the pouch deck or industrial lines, R&D Technicians interact with the unit employees who work on the Fenco machines and the sorting lines. When developing recipes during the high season (roughly four months out of the year), the R&D Technicians retrieve ingredients from the industrial line two or three times per day. Fillers procure samples for the R&D Technicians, and Batchers bring the R&D Technicians samples of the tomato puree in order to test it. When R&D Technicians inventory their products, they interact with the Warehouse department employees.

Furthermore, the job description for R&D Technician includes as a preferred skill bilingual in Spanish and English, which the Employer included because they found it desirable and necessary for the R&D Technicians to communicate with Spanish-speaking employees at the facility.

These facts, taken together, show a regular degree of contact between the R&D Technicians and other unit employees. Accordingly, I find that this factor heavily weighs in favor of finding a community of interest between the two groups.

#### **F. Interchange between Employees**

The record showed that no unit employee can temporarily replace an R&D Technician to carry out their job duties if an R&D Technician goes out on leave.

The Board finds that frequent interchange “may suggest blurred departmental lines and a truly fluid work force with roughly comparable skills.” *Hilton Hotel Corp.*, 287 NLRB 359, 360 (1987). Also relevant for consideration with regard to interchangeability is whether there are permanent transfers among employees in the unit sought by a union. One of the current R&D Technicians transferred from a unit position to the R&D department. However, the existence of permanent transfers is not as important as evidence of temporary interchange. *Hilton Hotel Corp.*, above; *Walt Disney World Co.*, 367 NLRB No. 80, slip op. at 7 fn. 5 (2019). I find the lack of interchange between the R&D Technicians and the bargaining unit to weigh against finding a community of interest.

#### **G. Terms and Conditions of Employment**

R&D Technicians are hourly employees paid at a rate of roughly \$22.87/hour. Unit employees earn a wide range of pay rates (from \$18.50/hour to \$36.66/hour based on their respective job classifications). R&D Technicians receive different benefits than unit employees, including health insurance plans, sick leave policies, vacation accruals, and retirement plans because the Employer has separate benefit packages for non-union personnel (including management and non-union employees) and unionized personnel. The same Human Resources personnel service both R&D Technicians and unit employees. R&D Technicians work 7:30am – 4pm Monday through Friday, whereas most unit employees work one of three 8-hour shifts per day: 7am – 3pm, 3pm – 11pm, or 11pm to 7am. All employees log their time using the same system.

The wage rate of R&D Technicians falls squarely within the range of bargaining unit pay rates and all employees fall under the same Human Resources personnel and office. However, the

R&D Technicians' hours of work and benefits differ from those of unit employees. Differences in employment terms "may reasonably be expected in the *Armour-Globe* context" because unit employees' terms have been obtained through the collective bargaining process. *Pub. Serv. Co. of Colo.*, 365 NLRB 1017 (2017) at fn. 4. Overall, I find that this factor neutral in examining a community of interest.

#### **H. Supervision**

In examining supervision, an important factor is the identity of employees' supervisors who have the authority to hire, to fire, or to discipline employees (or effectively recommend those actions) or to supervise the day-to-day work of employees, including rating performance, directing and assigning work, scheduling work, and providing guidance on a day-to-day basis. *Executive Resources Associates Inc.*, 301 NLRB 400, 401 (1991); *In re NCR Corp.*, 236 NLRB 215 (1978).

Manager of Product Development Aaron Situ directly supervises the two R&D Technicians; he does not supervise any other employees. Situ reports to Director of Product Development Michael Dun, who does not supervise any other employees. Dun reports to California Operations Vice President Niraj Raj.

Anywhere between three and six managers (depending on the season) directly supervise the bargaining unit employees. The Plant Manager oversees these managers and the unit employees below them; this position had been recently vacated as of the date of the hearing in this matter. The Plant Manager also reports to Raj.

The first common manager shared by the R&D Technicians and the existing unit is California Operations Vice President Raj and there are no direct first line supervisors in common. Accordingly, I find that this factor weighs against finding a community of interest.

#### **IV. ANALYSIS AND CONCLUSION**

As discussed above, I find the separate departmental organization, lack of interchange, and lack of common supervision between the R&D Technicians and the existing bargaining unit to weigh against finding a community of interest between the two groups. The terms and conditions of employment factor has a neutral bearing in finding a community of interest. However, the similarities in job function and work, skills and training, functional integration of the Employer's operations, and contact between employees support a finding of a community of interest. The Board has found an *Armour-Globe* election to be appropriate based primarily on a high degree of functional integration and contact between employees, even where other factors are neutral or weigh against inclusion in the existing unit. *Union Elec. Co.*, 2021 WL 5447985 at fn. 1 (2021). The record showed that employees do not perform their work in a vacuum; instead, the R&D Technicians initiate and create the very products that the rest of the bargaining unit subsequently produces at scale. Conversely, the R&D Technicians could not perform their work without the collaboration of other employees and engage in a regular degree of contact with these employees to accomplish their duties and ultimately drive this integrated, symbiotic manufacturing operation forward. Therefore, based on the overall record, I find that the R&D

Technicians share a community of interest with the existing bargaining unit and, therefore, that it is appropriate to conduct a self-determination election in the petitioned-for unit.

## **V. CONCLUSION**

Based upon the entire record in this matter and in accordance with the discussion above, I conclude and find as follows:

1. The hearing officer's rulings made at the hearing are free from prejudicial error and are hereby affirmed.
2. The Employer is engaged in commerce within the meaning of the Act, and it will effectuate the purposes of the Act to assert jurisdiction herein.
3. The Petitioner is a labor organization within the meaning of Section 2(5) of the Act and claims to represent certain employees of the Employer.
4. A question affecting commerce exists concerning the representation of certain employees of the Employer within the meaning of Section 9(c)(1) and Section 2(6) and (7) of the Act.
5. The following employees of the Employer constitute an appropriate voting group for the purpose of collective bargaining within the meaning of Section 9(b) of the Act:

***Included:*** All full-time and regular part-time Research and Development Lab Technicians employed by the Employer at its Firebaugh, California facility located at 2502 N. Street, Firebaugh, California.

***Excluded:*** All other employees, managers, employees represented by a labor organization, confidential employees, office clerical employees, guards, and supervisors as defined by the Act.

If a majority of the valid ballots in the election are cast for the Petitioner, the employees in the above appropriate voting group will be deemed to have indicated their desire to be included in the existing unit of employees currently represented by the Petitioner, and it shall bargain for those employees as part of that unit. If a majority of the valid ballots are cast against representation, the employees will be deemed to have indicated their desire to remain unrepresented, and I will issue a certification of results of election to that effect.

## **VI. DIRECTION OF ELECTION**

The National Labor Relations Board will conduct a secret ballot election among the employees in the unit found appropriate above. Employees will vote whether or not they wish to be represented for purposes of collective bargaining by Teamsters Local 856.



If a majority of the valid ballots are cast for Teamsters Local 856, they will be taken to have indicated the employees' desire to be included in the existing bargaining unit currently represented by Teamsters Local 856. If a majority of valid ballots are not cast for representation, they will be taken to have indicated the employees' desire to remain unrepresented.

The ballot will ask:

Do you wish to be represented for purposes of collective bargaining by Teamsters Local 856?

**A. Election Details**

The election will be held by United States mail, pursuant to the stipulation of the Parties. Election materials will be provided in English and Spanish, pursuant to the agreement of the Parties.

The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 5:00 p.m. on **May 20, 2025**, ballots will be mailed to voters from the National Labor Relations Board, Region 32, 1301 Clay Street, Suite 1510N, Oakland, CA 94612-5224. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by **May 27, 2025**, should communicate immediately with the National Labor Relations Board by either calling the Region 32 Office at (510) 637-3300 or Nicholas Tsiliacos at (510) 671-3046.

All ballots will be commingled and counted at the Region 32 Office on **Wednesday, June 11, 2025**, at 2:00 p.m. In order to be valid and counted, the returned ballots must be received in the Region 32 Office prior to the counting of the ballots.

**B. Voting Eligibility**

Eligible to vote are those in the unit who were employed during the payroll period ending **Saturday, May 10, 2025**, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off. In a mail ballot election, employees are eligible to vote if they are in the unit on both the payroll period ending date and on the date they mail in their ballots to the Board's designated office.

Employees engaged in an economic strike, who have retained their status as strikers and who have not been permanently replaced, are also eligible to vote. In addition, in an economic strike that commenced less than 12 months before the election date, employees engaged in such strike who have retained their status as strikers but who have been permanently replaced, as well as their replacements, are eligible to vote. Unit employees in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause since the designated payroll period, and, in a mail ballot election, before they mail in their ballots to the

Board's designated office; (2) striking employees who have been discharged for cause since the strike began and who have not been rehired or reinstated before the election date; and (3) employees who are engaged in an economic strike that began more than 12 months before the election date and who have been permanently replaced.

### **C. Voter List**

As required by Section 102.67(l) of the Board's Rules and Regulations, the Employer must provide the Regional Director and parties named in this decision a list of the full names (that employees use at work), work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available home and personal cell telephone numbers) of all eligible voters.

To be timely filed and served, the list must be *received* by the regional director and the parties by **May 14, 2025**. The list must be accompanied by a certificate of service showing service on all parties. **The Region will no longer serve the voter list.**

Unless the Employer certifies that it does not possess the capacity to produce the list in the required form, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. Because the list will be used during the election, the font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the list is provided on the NLRB website at [www.nlrb.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015](http://www.nlrb.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015).

When feasible, the list shall be filed electronically with the Region and served electronically on the other parties named in this decision. The list may be electronically filed with the Region by using the E-filing system on the Agency's website at [www.nlrb.gov](http://www.nlrb.gov). Once the website is accessed, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions.

Failure to comply with the above requirements will be grounds for setting aside the election whenever proper and timely objections are filed. However, the Employer may not object to the failure to file or serve the list within the specified time or in the proper format if it is responsible for the failure.

No party shall use the voter list for purposes other than the representation proceeding, Board proceedings arising from it, and related matters.

### **D. Posting of Notices of Election**

Pursuant to Section 102.67(k) of the Board's Rules, the Employer must post copies of the Notice of Election accompanying this Decision in conspicuous places, including all places where notices to employees in the unit found appropriate are customarily posted. The Notice must be posted so all pages of the Notice are simultaneously visible. In addition, if the Employer

customarily communicates electronically with some or all of the employees in the unit found appropriate, the Employer must also distribute the Notice of Election electronically to those employees. The Employer must post copies of the Notice at least 3 full working days prior to 12:01 a.m. of the day of the election and copies must remain posted until the end of the election. For purposes of posting, working day means an entire 24-hour period excluding Saturdays, Sundays, and holidays. However, a party shall be estopped from objecting to the nonposting of notices if it is responsible for the nonposting, and likewise shall be estopped from objecting to the nondistribution of notices if it is responsible for the nondistribution. Failure to follow the posting requirements set forth above will be grounds for setting aside the election if proper and timely objections are filed.

### **RIGHT TO REQUEST REVIEW**

Pursuant to Section 102.67 of the Board's Rules and Regulations, a request for review may be filed with the Board at any time following the issuance of this Decision until 10 business days after a final disposition of the proceeding by the Regional Director. Accordingly, a party is not precluded from filing a request for review of this decision after the election on the grounds that it did not file a request for review of this Decision prior to the election. The request for review must conform to the requirements of Section 102.67 of the Board's Rules and Regulations.

A request for review must be E-Filed through the Agency's website and may not be filed by facsimile. To E-File the request for review, go to [www.nlr.gov](http://www.nlr.gov), select E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. If not E-Filed, the request for review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001, and must be accompanied by a statement explaining the circumstances concerning not having access to the Agency's E-Filing system or why filing electronically would impose an undue burden. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review. Neither the filing of a request for review nor the Board's granting a request for review will stay the election in this matter unless specifically ordered by the Board.

Dated: May 12, 2025



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Christy J. Kwon  
Regional Director  
National Labor Relations Board  
Region 32  
1301 Clay St Ste 1510N  
Oakland, CA 94612-5224