

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

THE GREENLINING INSTITUTE

Employer

and

Case 32-UC-359555

GREENLINERS UNITED-UAW

Petitioner

DECISION AND ORDER

On February 3, 2025,¹ Greenliners United—UAW (Petitioner or Union) filed the instant unit-clarification petition (amended February 21) pursuant to Section 9(b) of the Act, seeking clarification of an existing bargaining unit to include six (6) Fellows in the bargaining unit it already represents at The Greenlining Institute (Employer), in Oakland, California, which currently consists of approximately 25 bargaining unit employees. A hearing officer of the National Labor Relations Board (“Board”) held a videoconference hearing in this matter on April 28, and the parties were provided with an opportunity to call, examine, and cross-examine witnesses, to introduce evidence of the facts into the record that support their contentions, and to orally argue their respective positions and submit post-hearing briefs. The Employer and the Union timely submitted post-hearing briefs.

The Employer argues that Fellows should be excluded from the bargaining unit that the Union represents because they are temporary employees who do not share a community of interest with employees in the existing bargaining unit. The Union argues that Fellows, while temporary employees, share a sufficient community of interest with existing bargaining unit employees and, thus, should be included in the existing bargaining unit.

As explained below, based on the record and relevant Board law, I find that the petitioned-for Fellows are temporary employees who do not share a sufficient community of interest with the existing unit and should not be included in it. Accordingly, the Union’s petition seeking to clarify the bargaining unit to include the petitioned-for Fellows is dismissed.

I. RECORD EVIDENCE

A. Bargaining History

¹ All dates refer to 2025, unless otherwise specified.

On October 10, 2024, the Employer voluntarily recognized the Union as the collective-bargaining representative of employees in the below unit (Unit) pursuant to the parties' August 30, 2024, Neutrality and Card Check Organizing Agreement and Voluntary Recognition Agreement. The currently recognized Unit is as follows:

Included: All full-time and regular part-time salaried and hourly Building Janitorial Specialists, Assistants, Specialists, Coordinators, Senior Coordinators, Program Managers, Senior Program Managers, Video Producers, Senior Accountants, Finance Managers and Office Managers.

Excluded: HR/Payroll Managers, Senior Legal Counsel, Legal Counsel, Strategists, Fellows, Summer Associate Fellows and all other Guards, Contractors, Consultants, Temporary, and Confidential employees as defined by the Act.

Bd. Ex. 2.²

The parties, however, are not in agreement about whether employees in the classification of Fellows should be included in the existing Unit. Pursuant to the parties' Voluntary Recognition Agreement, the Union has exercised its right to file a Unit Clarification petition with the Board regarding the inclusion of Fellows in the Unit. U. Exh. 2.

B. Background and Operations

The Employer is a California nonprofit corporation with an office and place of business located in Oakland, California. Bd. Exh. 2. It engages in public policy advocacy focusing on economic equity, climate equity, and transformative communities. Id. The Employer's public policy operations are divided into four different advocacy practice areas: Greenlining the Block; Capacity Building; Economic Equity; and Climate Resilience. Tr. 12-13. Each practice area is comprised of different programs run by separate teams. Tr. 43. Each team includes a Policy Director as well as a Coordinator, Researcher, and Assistant, among others. Tr. 43.

The Employer also houses a Leadership Academy that serves students and recent college graduates from underrepresented backgrounds. Tr. 13-14. The Leadership Academy is comprised of three programs: the Casa Joaquin Murrieta Program; the Summer Associate Program; and the Fellowship Program. Tr. 13-14. The Casa Joaquin Murrieta Program is a leadership development and residential program for underrepresented UC Berkeley students. Tr. 13-14, 33. The Summer Associate Program offers first generation, low-income, college students of color a summer internship with external organizations. Tr. 14, 34. The Fellowship Program is an in-house 11-month public policy program for underrepresented college graduates and early career professionals with an interest in public policy. Tr. 14-15. It includes the following positions: Climate Equity (Mobility) Fellow, Climate Equity (Energy) Fellow, Legislative Fellow, Community Development

² Citations to the Transcript are denoted by "Tr.", followed by the corresponding page numbers. Board Exhibits are denoted as "Bd. Exh." Joint Exhibits are denoted as "Jt. Exh." Petitioner Exhibits are denoted "U. Exh." Employer Exhibits are denoted "Er. Exh."

Fellow, Economic Equity Banking and Small Business Fellow, and Economic Equity (Technology) Fellow (collectively known as “Fellows”). Er. Exh. A.1-A.6.

C. Operational Structure

The parties did not introduce an organizational chart into the record nor did they provide a clear overview of the Employer’s operational structure. Witnesses testified that the Employer is currently undergoing organizational restructuring following the departure of the Chief Operating Officer (CEO) in February 2025 and layoff of Vice President of Policy and Senior Director of the Leadership Academy and elimination of the latter position in November 2024. Tr. 66, 115. From the limited evidence introduced, the following is known about the Employer’s operational structure:

Chagan Sanathu is Chief of Staff. Tr. 11. She has served in that role since 2024. Tr. 11. She is the right-hand person of the CEO and manages the day-to-day operations for the executive office, the board, and the Leadership Academy. Tr. 11; Er. Exh. G (Sanathu Declaration).

Laura Skaggs is the Vice-President of People and Culture and Development. Tr. 54-55, 76; Er. Exh. G (Skaggs Declaration). She has served in that role since August 26, 2024. Id. She is responsible for the strategic and operational activities of the Talent Development functions, which include Human Resources (HR), Payroll, and the Leadership Academy. Tr. 55; Er. Exh. G (Skaggs Declaration).

The Employer also employs various managerial staff, including, Vice Presidents, Senior Legal Counsel, Senior Directors, Directors, and Associate Directors responsible for overseeing different programs and bargaining unit employees. While the record did not establish the names of the individuals holding these positions or the nature of their responsibilities, copies of bargaining employee job descriptions indicate the following supervisory relationships between bargaining unit employees and managerial staff:

- Office Coordinator for Operations reports to the Vice President of Finance and Operations. Er. Exh. B.2
- Program Coordinator for Economic Equity reports to the Senior Director for Economic Equity. Er. Exh. B.3.
- Program Manager for Capacity Building reports to the Associate Director of Capacity Building. Er. Exh. B.4.
- Program Manager for Climate Resilience reports to the Associate Director of Climate Equity. Er. Exh. B.5.
- Program Manager for Transformative Racial Equity reports to the Vice President of Policy. Er. Exh. B.6.
- Program Manager for Transportation Equity reports to the Senior Legal Counsel for Transportation Equity. Er. Exh. B.7.
- Program Manager for Greenlining the Block reports to the Greenlining the Block Director, Capacity Building Associate Director. Er. Exh. B.8.

- Senior Program Manager for Casa Joaquin reports to the Senior Director of the Leadership Academy. Er. Exh. B.10.
- Senior Program Manager for Community Development reports to the Greenlining the Block Director. Er. Exh. B.11.

Approximately 47 employees currently work for the Employer. Tr. 56.

D. Recognized Bargaining Unit Employees

As previously noted, the recognized bargaining unit is comprised of approximately 25 employees, which includes, among other classifications, Program Coordinators, Program Managers, and Senior Program Managers for different policy programs. Tr. 74; Er. Exh. B.1-B.11. All bargaining unit positions receive the same benefits, including health, vision, dental, and long-term disability insurance, as well as a 401(k) retirement plan, and 14 paid holidays. Bargaining unit positions are non-exempt salary positions with a starting salary range from \$59,000 to \$100,000, depending on the position. Tr. 62; Er. Exh. B.1-B.11. Bargaining unit employees are also subject to the policies and procedures outlined in the Employer's Employee Handbook. Tr. 72; U. Exh. 1.

Qualifications for bargaining unit positions, however, vary depending on the classification but positions generally require 1-3 years of related experience³; excellent research and writing skills, familiarity with California's policy-making process, experience working with constituent groups and networks, and while a bachelor's degree is preferred, it is not required for most positions.⁴ Er. Exh. B.1-B.11.

Bargaining unit employees' duties vary depending on their job classification but generally include strategy development; policy research and analysis; development and maintenance of relationships with external partners and networks; community outreach and engagement; organizing and conducting trainings; development of media and communications materials; drafting and preparing reports; and in some instances supervises the work of other staff members and/or Leadership Academy participants. Er. Exh. B.1-B.11.

Bargaining unit employees are supervised by Vice Presidents, Senior Legal Counsel, Senior Directors, Directors, and Associate Directors. Tr. 42; Er. Exh. B.1-B.11. However, all HR matters are supervised by Laura Skaggs, Vice-President of People and Culture and Development. Tr. 23, 71.

³ The Senior Program Manager for Casa Joaquin requires a minimum of 5 years of experience in higher education administration and/or public policy analysis including prior management experience in a non-profit setting. Er. Exh. B. 10.

⁴ The Senior Manager for Media Relations position requires a bachelor's degree from an accredited college or university. Er. Exh. B.9. The Program Coordinator for Economic Policy requires an undergraduate degree in a relevant field. Er. Exh. B.3. The Senior Program Manager for Casa Joaquin requires a bachelor's degree with a master's degree in public policy and/or educational administration preferred. Er. Exh. B.10. The Senior Program Manager for Community Development requires a bachelor's degree with a master's degree preferred. Er. Exh. B.11.

All bargaining unit employees work 35 hours per week, Monday through Friday, 9:00 a.m. to 5:00 p.m., with a 30-minute unpaid lunch break. Tr. 44-45, 61-62; Er. Exh. B.1-B.11. They document their time using the Employer's ADP timekeeping system. Tr. 62. They also work hybrid schedules, which require them to work from the Employer's Oakland office building twice a week. Tr. 45. This building is comprised of six floors. Tr. 88. Bargaining unit employees work in individual or shared offices located on the Mezzanine, 3rd, 5th, and 6th floors. Tr. 22.

Bargaining unit employees are subject to performance evaluations twice a year. Tr. 60, 74; Er. Exh. E. They receive a mid-year and end-of-year evaluation. Id. As part of the process, employees complete a self-assessment, where they rate their own performance in different areas on a scale of 1 to 5 and indicate their performance goals. Tr. 58, 73, 77, Er. Exh. E. The employee's supervisor then completes an assessment of the employee's performance, using the same rating system as the employee, (Tr. 53, 77, Er. Exh. E.) before meeting with the employee to discuss the employee's performance evaluation. Tr. 58, Er. Exh. E. Depending on an employee's performance evaluation, the employee may be eligible for a merit increase and/or promotion. Tr. 59, 73. If an employee does not meet the Employer's expectations, then the employee may be laid off or terminated. Tr. 60.

E. The Disputed Classification of "Fellows"

The Employer currently employs six (6) Fellows as part of the Leadership Academy. Tr. 9, 56. They are employed for a fixed 11-month period, from September through August of the following year. Tr. 40; Er. Exh. A.1-A.6. Fellows are full-time salaried employees and earn \$60,000 for the duration of the Fellowship. Tr. 62; Er. Exh. A.1-A.6. They receive benefits, including health, dental, vision, and long-term disability insurance. Tr. 63; Er. Exh. A.1-A.6. Fellows, however, do not receive 401(k) benefits, as they are only employed for a limited time period. Tr. 67. Fellows are subject to the policies and procedures outlined in the Employer's Employee Handbook with the exception of the 401(k) program and certain paid holidays. Tr. 75, 80.

Fellows' employment requires a minimum set of qualifications. They must be 18 years of age or older; possess a bachelor's degree and one year of related experience or two years of related experience if no bachelor's degree; possess strong verbal and written communication skills; commitment to racial equity; and a willingness to approach unfamiliar experiences with a growth mindset; among other skills. Er. Exh. A.1-A.6.

The Fellowship Program is structured into two parts. Tr. 17. Fellows participate in weekly training workshops organized by the Leadership Academy and designed to introduce Fellows to public policy. Tr. 17, 20, 41, 45; Er. Exh. C. Training workshops occur every Thursday from 10:00 a.m. to 12:00 p.m. and are led by outside consultants and staff. Tr. 20, 40, 41, 64, 102-103; Er. Exh. C. Fellows also visit outside organizations every first Friday of the month to expose them to new ideas and conversations and engage in team building exercises. Tr. 26, 103; Er. Exh. C. Chief of Staff Sanathu oversees the training and development aspect of the Fellowship Program. Tr. 17. The second part of the Fellowship Program consists of the work Fellows perform through their assigned policy teams. Tr. 17. In this capacity, Fellows are supervised by a Program Manager, Senior Program Manager, or Director of a policy team. Tr. 17, 56. They are responsible for

assigning Fellows tasks, which vary from team to team. Tr. 18. Assignments may include research, mapping, letter writing, legislative lobbying work, among other tasks. Tr. 18. Currently, Tech Equity Fellow Angel Lin has taken over the Technology Equity work for the Equity Policy Team following the departure of former employee Vincent Le, who currently works for the Employer as a consultant. Tr. 38, 110-11. In this capacity, Fellow Lin conducts research, provides legislative feedback, participates in coalition meetings and calls with external partners, and provides comments to regulatory agencies on a range of policy issues including broadband and lifeline access, FinTech regulation, and data privacy. Tr. 107, 110-111. Lin is currently supervised by Le and Econ Team Director Rawan Last Name Unknown. Tr. 38, 109, 115.

Fellows work Monday through Friday, 9:00 a.m. to 5:00 p.m. with a 30-minute unpaid lunch break and adhere to a hybrid schedule. Tr. 44-45, 104. They document their time using the Employer's ADP timekeeping system. Tr. 62. Fellows are required to work out of the Employer's Oakland office building two days a week. Tr. 45, 104. On those days, Fellows work at separate workstations inside a shared office on the 6th floor. Tr. 22, 64, 103.

Fellows interact with bargaining unit employees. Lin testified that she works with unit employees on a regular basis. Tr. 105. She routinely meets with bargaining unit employees to discuss work matters, participate in meetings, and share legislative updates via Slack. Tr. 105-107. Fellows also participate in monthly staff meetings with bargaining unit employees. Tr. 41, 105; Er. Exh. C. Fellows and new bargaining unit hires are also subject to the same onboarding meetings pertaining to IT and the finances and operations of the Employer. Tr. 72, 109.

Fellows are subject to two performance evaluations during the course of the Fellowship Program. Tr. 28, 43. They receive a mid-term and end-of-term evaluation. Id. The process is the same for each. First, a Fellow conducts a self-assessment and rates their performance in different areas using a scale of "Excellent," "More than Proficient," "Proficient," "Needs Improvement," and "Unsatisfactory." Er. Exh. D. Next, their Supervisor completes an evaluation of the Fellow using the same metrics. Tr. 74; Er. Exh. D. Afterwards, the Supervisor meets with the Fellow and reviews their performance evaluation with them. Tr. 74; Er. Exh. D. Irrespective of how well a Fellow performs, they are ineligible for a promotion or a merit increase. Tr. 60, 79, 114. If Fellows do not meet performance expectations, they are not removed from the Fellowship Program and instead are provided additional resources. Tr. 50.

The Employer does not currently hire Fellows as permanent employees upon the completion of the Fellowship Program. Tr. 15, 63. Fellows are not given an expectation that they will be hired during or at the end of the Fellowship Program. Tr. 15. After the Fellowship Program ends, the Employer does not call Fellows back to work, even on a temporary basis. Tr. 15. In the past, the Employer has hired Fellows upon the completion of the Fellowship Program into permanent staff positions. Tr. 37. However, according to Chief-of-Staff Sanathu, the Employer has not hired a Fellow in the last five years. Tr. 37.⁵

⁵ During the hearing, bargaining unit employee Senior Operations Coordinator Ryan Ly Burbridge testified that between 1997 and the present, the Employer has hired approximately 24 former Fellows upon completion of their Fellowship Program. Tr. 92, 95. In support of his testimony, Burbridge presented a list that he compiled that identified the name of each former Fellow who the Employer subsequently hired. U. Exh. 3. Burbridge did not

The Fellowship Program class varies each year, depending on available funding and capacity of policy teams. Tr. 56. The Employer does not plan to have a Fellowship class in 2026. Tr. 24. The idea that there would be no 2026 Fellowship class first arose in January 2024 and was finalized by the CEO in consultation with the Board of Directors in February/March 2024. Tr. 24-35, 43, 53. The decision was made, in part, because policy teams do not have the capacity to supervise Fellows. Tr. 24.

Fellows have not been previously represented by a union. Tr. 32.

II. LEGAL STANDARD

“It is established Board policy that a temporary employee is ineligible to be included in [a] bargaining unit.” *Pen Mar Packaging Corp.*, 261 NLRB 874, 874 (1982). To determine temporary-employee status, the Board examines whether “the employee's tenure is finite and its end is reasonably ascertainable, either by reference to a calendar date, or the completion of a specific job or event, or the satisfaction of the condition or contingency by which the temporary employment was created.” *Marian Medical Center*, 339 NLRB 127, 128 (2003). Even though temporary employees may share terms and conditions of employment with permanent employees, they will be excluded from the bargaining unit if they do not have a reasonable expectation of reemployment, such as when they are employed for a brief period of time and given no promise of permanent employment. See, e.g., *United Telecontrol Electronics, Inc.*, 239 NLRB 1057, 1057-1058 (1978); *E. F. Drew & Co., Inc.*, 133 NLRB 155, 156-157 (1961); *Sealite, Inc.*, 125 NLRB 619, 619-620 (1959); *Individual Drinking Cup Co., Inc.*, 115 NLRB 947, 949 (1956).

III. ANALYSIS

In the instant matter, there is no dispute that Fellows have a “finite” tenure with a “readily ascertainable” end date. See *Marian Medical Center*, *supra*. The record evidence clearly

keep this list in the ordinary course of business and explained that he compiled the list by reviewing past staff directories and changes in employees’ titles to deduce which Fellows had been hired upon completion of their Fellowship. Tr. 87-88, 117, 121. Burbridge, however, admittedly did not know the precise hire date of each individual listed, including Jordyn Biship, Sonrisa Cooper, and De’Zhon Grace, whom he asserted the Employer hired within the last five years following their Fellowship. Tr. 92, 93, 97, 123. And while he noted that upon the completion of their Fellowship, the email accounts for these individual employees remained active, he could only speculate as to the reason since he in fact did not know the hire date for these individuals. Tr. 93, 96-97. Burbridge also admitted that no Fellow had been hired in the last year and was aware of the former CEO’s policy of not hiring Fellows upon completion of the Fellowship Program. Tr. 94. Absent evidence of former Fellows’ precise Fellowship Program dates and subsequent hire dates, at best, Burbridge’s testimony only suggests that the Employer previously hired former Fellows, a fact the Employer does not dispute, but not that they were necessarily hired upon completion of their Fellowship or that there is an established practice or expectation that the Employer hires Fellows upon completion of their Fellowship. Moreover, current Fellow Angel Lin testified that the expectation for current Fellows was that upon completion of the Fellowship Program, they would take their newly acquired skills elsewhere with the possibility of applying for a job with the Employer in the future. Tr. 113. Thus, in the absence of additional evidence, the Employer’s testimony stands uncontroverted. Accordingly, the record establishes that the Employer does not currently hire Fellows upon the completion of the Fellowship Program nor is there an expectation that Fellows will be hired.

establishes that Fellows are hired for a finite 11-month term with no expectation of re-employment upon the completion of their 11-month tenure with the Employer. Thus, while Fellows may share certain terms and conditions with bargaining unit employees, such as similar office space, work schedules, benefits, policies, assignments, qualifications, and performance review processes, Fellows, nevertheless, are temporary employees without a reasonable expectation of re-employment, and, thus, should be excluded from the existing bargaining unit comprised solely of permanent employees. See *Phoenix News Times, LLC*, 370 NLRB No. 84 (Feb. 10, 2021) (fellows with a fixed six-month tenure and no expectation of re-employment were temporary employees and, thus, the regional director inappropriately included them in existing bargaining unit with permanent employees).

The Petitioner's reliance on *Boston Medical Center Corp.*, 330 NLRB 152 (1999) is misguided. There, the issue before the Board was whether medical residents were students or employees within the meaning of the Act. In finding that medical residents were statutory employees who may be appropriately included in bargaining units, the Board observed that this holding did not implicate cases where "the issue has been the eligibility of student workers based on community of interest considerations." 330 NLRB at 161. To the extent that it did address the eligibility of the medical residents, the Board relied on the long tenure of the medical residents to find that they were not temporary employees at all. *Id.* at 166 ("[T]he Board has never applied the term 'temporary' to employees whose employment, albeit of finite duration, might last from 3 to 7 or more years, and we will not do so here."). This case is easily distinguishable from the instant matter, for unlike the multi-year tenure of medical residents, Fellows are employed for less than a year.

Similarly, long apprenticeship periods have been present in other cases where the Board has included apprentices in bargaining units. These cases, however, did not address whether the disputed classification was comprised of temporary employees, perhaps due, in part, to their lengthy tenures. *Phoenix News Times* 370 NLRB No. 84 at 3 citing *General Electric Co.*, 131 NLRB at 104-105 (1961) (apprenticeship period of more than 3 years); see also *UTD Corp.*, 165 NLRB 346, 346 (1967) (4-year apprenticeship period); *Riverside Memorial Chapel, Inc.*, 92 NLRB 1594, 1595 fn. 5 (1951) (explaining that, under Florida law, an apprentice embalmer must complete "3 years' apprenticeship under a licensed embalmer" before receiving his or her license, among other requirements). The Fellows here, by contrast, have a finite fellowship period of only 11 months. The apprenticeship precedent is therefore readily distinguishable and, thus, irrelevant.

Petitioner's reliance on cases where temporary employees have been allowed to organize, is equally without merit. While the Petitioner is correct in citing that the temporary status of employees in itself does not preclude them from organizing with one another, see *Kansas City Repertory Theater*, 356 NLRB No. 28 (2010) (finding petitioned-for unit comprised solely of temporarily and intermittently employed musicians eligible to vote in representation election); see also *Management Training Corp.*, 317 NLRB 1355 (1995), here, the question before us is not whether a petitioned-for unit consisting solely of Fellows—temporary employees—is appropriate, but rather whether Fellows may be appropriately included in an existing bargaining unit comprised of permanent employees. The answer to this question is settled policy, no. See, e.g., *United Telecontrol Electronics, Inc.*, 239 NLRB 1057, 1057-1058 (1978); *E. F. Drew & Co., Inc.*, 133

NLRB 155, 156-157 (1961); *Sealite, Inc.*, 125 NLRB 619, 619-620 (1959); *Individual Drinking Cup Co., Inc.*, 115 NLRB 947, 949 (1956).

Further, this case does not touch on any exceptions to the Board's established policy of precluding temporary employees from bargaining units with permanent employees, such as seasonal or other recurring employees who have a reasonable expectation of re-employment on an annual basis based on an established past practice. See *The F. A. Bartlett Tree Expert Co.*, 137 NLRB 501, 502 (1962) (including temporary employees where they were "drawn from the same labor force, [were] employed every year in substantial numbers for substantial periods of time, [were] composed primarily of former employees, and work[ed] with and [did] the same kind of work as the permanent employees"); *Tol-Pac, Inc.*, 128 NLRB 1439, 1440 (1960) (observing that "[t]he Employer has a policy of recalling laborers who have worked for it in previous years," such that "of the laborers whose names appear on the 1960 payroll, only one of them did not appear on the 1959 payroll"). Although the Employer has a history of hiring former Fellows, there is no evidence that Fellows have an expectation of re-employment on an annual or regular basis. Thus, the Board's exceptions for seasonal or other recurring employment do not apply.

In light of the foregoing, I find that the petitioned-for Fellows are temporary employees who may not be appropriately included in the existing bargaining unit comprised of permanent employees. Accordingly, the Union's petition seeking to clarify the bargaining unit to include the petitioned-for Fellows is dismissed.

IV. CONCLUSIONS

Based upon the entire record in this matter and for the reasons set forth 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 in this case.
3. The Petitioner 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 a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

Included: All full-time and regular part-time salaried and hourly Building Janitorial Specialists, Assistants, Specialists, Coordinators, Senior Coordinators, Program Managers, Senior Program Managers, Video Producers, Senior Accountants, Finance Managers and Office Managers.

Excluded: HR/Payroll Managers, Senior Legal Counsel, Legal Counsel, Strategists, Fellows, Summer Associate Fellows and all other Guards, Contractors, Consultants, Temporary, and Confidential employees as defined by the Act.

It is hereby ordered that the petition in this matter is dismissed.

RIGHT TO REQUEST REVIEW

Pursuant to Section 102.67(c) of the Board's Rules and Regulations, you may obtain a review of this action by filing a request with the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001. A copy of the request for review must be served on each of the other parties as well as on the undersigned, in accordance with the requirements of the Board's Rules and Regulations. The request for review must contain a complete statement of the facts and reasons on which it is based.

Procedures for Filing Request for Review: Pursuant to Section 102.5 of the Board's Rules and Regulations, a request for review must be filed by electronically submitting (E-Filing) it through the Agency's web site (www.nlrb.gov), unless the party filing the request for review does not have access to the means for filing electronically or filing electronically would impose an undue burden. A request for review filed by means other than E-Filing must be accompanied by a statement explaining why the filing party does not have access to the means for filing electronically or filing electronically would impose an undue burden. Section 102.5(e) of the Board's Rules do not permit a request for review to be filed by facsimile transmission. A copy of the request for review must be served on each of the other parties to the proceeding, as well as on the undersigned, in accordance with the requirements of the Board's Rules and Regulations. The request for review must comply with the formatting requirements set forth in Section 102.67(i)(1) of the Board's Rules and Regulations. Detailed instructions for using the NLRB's E-Filing system can be found in the [E-Filing System User Guide](#).

A request for review must be received by the Executive Secretary of the Board in Washington, DC, by close of business **(5 p.m. Eastern Time) on July 3, 2025**, unless filed electronically. If filed electronically, it will be considered timely if the transmission of the entire document through the Agency's website is **accomplished by no later than 11:59 p.m. Eastern Time on July 3, 2025**.

Filing a request for review electronically may be accomplished by using the E-Filing system on the Agency's website at www.nlrb.gov. Once the website is accessed, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt of the request for review rests exclusively with the sender. A failure to timely file the request for review will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off line or unavailable for some other reason, absent a determination of technical failure of the site, with notice of such posted on the website.

Upon good cause shown, the Board may grant special permission for a longer period within which to file a request for review. A request for extension of time, which must also be filed electronically, should be submitted to the Executive Secretary in Washington, and a copy of such request for extension of time should be submitted to the Regional Director and to each of the other parties to this proceeding. A request for an extension of time must include a statement that a copy has been served on the Regional Director and on each of the other parties to this proceeding in the same manner or a faster manner as that utilized in filing the request with the Board.

Any party may, within 5 business days after the last day on which the request for review must be filed, file with the Board a statement in opposition to the request for review. An opposition must be filed with the Board in Washington, DC, and a copy filed with the Regional Direction and copies served on all the other parties. The opposition must comply with the formatting requirements set forth in §102.67(i)(1). Requests for an extension of time within which to file the opposition shall be filed pursuant to §102.2(c) with the Board in Washington, DC, and a certificate of service shall accompany the requests. The Board may grant or deny the request for review without awaiting a statement in opposition. No reply to the opposition may be filed except upon special leave of the Board.

Dated: June 18, 2025



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