

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

THE PEW RESEARCH CENTER

Employer/Petitioner

and

Case 05-RM-376431

NONPROFIT PROFESSIONAL EMPLOYEES
UNION, IFPTE LOCAL 70, A/W INTERNATIONAL
FEDERATION OF PROFESSIONAL AND
TECHNICAL ENGINEERS, AFL-CIO

Union

DECISION AND DIRECTION OF ELECTION

The Pew Research Center (“the Employer”) is a non-profit corporation engaged in research on social issues and public opinion, based in Washington, D.C. On November 21, 2025, Nonprofit Professional Employees Union, IFPTE Local 70, a/w International Federation of Professional and Technical Engineers, AFL-CIO (“the Union”) made a demand for recognition, seeking to represent a unit of employees of the Employer. In response, the Employer filed the instant RM petition pursuant to Section 9(c)(1)(B) of the National Labor Relations Act (“the Act”) on December 5, 2025. A hearing was held via videoconference on December 15, 2025, before a hearing officer of the National Labor Relations Board (“the Board”), during which the parties were invited to present their positions and supporting evidence.

No issues were litigated during the hearing, and the parties stipulated to an appropriate unit. The parties also agreed to the method of election, and the date, time, and place of that election. Based upon the entire record, including the stipulations of the parties, I find that the agreed-upon unit is appropriate for collective bargaining, and will direct an election be conducted as described below.

CONCLUSIONS AND FINDINGS

Based upon the entire record in this matter, including the parties’ stipulations, 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 Section 2(2), (6), and (7) of the Act, and it will effectuate the purposes of the Act to assert jurisdiction herein.¹
3. The Union is a labor organization within the meaning of Section 2(5) of the Act and claims to represent certain employees of the Employer.
4. There is no collective-bargaining agreement covering any of the employees in the petitioned-for unit, and there is no contract bar or other bar to an election in this matter.
5. 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.
6. The following employees constitute a unit appropriate for the purpose of collective bargaining within the meaning of Section 9(b) of the Act:

Included: All full-time and regular part-time Junior-, Mid-, and Senior- level employees employed by the Employer at its facility currently located at 901 E Street NW, Suite 300, Washington, D.C. 20004.

Excluded: All other employees, employees employed in the Finance & Operations, Human Resources, Legal, Executive Office, and Fundraising departments, Executive Assistants, confidential employees, temporary employees, managerial employees, guards, and supervisors as defined in the Act

DIRECTION OF ELECTION

The 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 by Nonprofit Professional Employees Union, IFPTE Local 70, a/w International Federation of Professional and Technical Engineers, AFL-CIO.

¹ The parties stipulated to the following commerce facts: The Employer, The Pew Research Center, a corporation with an office and principal place of business in Washington, D.C., is a nonprofit research organization providing information on social issues and public opinion. During the 12-month period ending November 30, 2025, the Employer, in conducting its operations described herein, derived gross revenues in excess of \$250,000, and during that same period, the Employer purchased and received at its Washington, D.C. facility, goods valued in excess of \$5,000 directly from points outside the District of Columbia. During that same period of time, the Employer has conducted its business operations in Washington, D.C., and the Board asserts plenary jurisdiction over enterprises in Washington, D.C.

A. Election Details

The election will be held on January 21, 2026, from 10:00 a.m. to 2:00 p.m. at the Lower Level Conference Room at the Employer's facility located at 901 E Street NW, Suite 300, Washington, D.C. 20004.

B. Voting Eligibility

Eligible to vote are those in the unit who were employed during the payroll period ending **December 4, 2025**, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off.

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, 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 **December 18, 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.nlr.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.nlr.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, 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 at Baltimore, Maryland this 16th day of December 2025.

(SEAL)

/s/ *Sean R. Marshall*

Sean R. Marshall, Regional Director
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