

## OFFICE OF THE GENERAL COUNSEL

**MEMORANDUM GC 26-02**

**January 28, 2026**

**TO:** Regional Directors, Officers-in-Charge,  
and Resident Officers

**FROM:** Crystal S. Carey, General Counsel

**SUBJECT:** Operational Priorities to Ensure Consistent, Fair, and Timely Case  
Resolution Across Regions

This memorandum will not follow the format of previous initial GC memos. For too long we have been stuck in a cycle where justice to all parties is delayed in an effort to overturn precedent, overstep the boundaries of the National Labor Relations Act, restrict the rights of employees to freely obtain information and make informed decisions about representation, and interfere with the ability of parties to freely enter into various types of otherwise lawful employment-related agreements and settlements.

Unlike my many predecessors, I will not immediately issue a Mandatory Submissions to Advice Memo listing cases or specific topics for which I have an interest in seeking reconsideration by the Board. Instead, Regions have been informed to adhere to the standard list of required submissions to Advice, which includes, among other topics, cases involving a novel legal theory, remedies, or instances where there is no existing Board law, where the Region wishes to overturn precedent, or where cases involve existing Board precedent with a split in federal courts. The Division of Advice and Operations will coordinate directly with the Regions on these matters.

You may ask – why would the General Counsel not issue this common memorandum? The answer is simple - my priority is to address the backlog of cases, not add to it. Over the past two weeks, I had the privilege of meeting and speaking with the dedicated employees of the NLRB and reviewing case-related data. From these discussions, it has become evident that the impact of recent years has been profound. There have been constant shifts in priorities, impediments to settlements that all parties otherwise agree to, ever-changing demands on cases to be submitted to Headquarters for review, and an overarching lack of consistency in case processing and enforcement across Regions. Consequently, I am working closely with my front office and the Division of Operations-Management to ensure that regional offices receive the support they need and deserve to fulfill the Agency's mission. In the coming weeks, I intend to issue guidance on operational focused topics such as case processing, settlements, and remedies all aimed at achieving consistent, fair and prompt resolution of charges across the Agency.

During this period, I will collaborate closely with the Division of Advice, the Office of Appeals, and Division of Operations-Management to identify cases in which I have a specific interest.

I urge parties to exercise patience and show respect to our exemplary Board Agents. We are committed to addressing all cases in a timely manner, but it is important to recognize that this backlog was not created overnight, nor will it be cleared swiftly. I appreciate your understanding and cooperation as we strive to improve our processes and deliver justice efficiently and equitably. Alongside the dedicated staff at the Agency, I am firmly committed to confronting these challenges directly and upholding the core principles that are fundamental to our mission.

/s/

C.S.C