

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

**TOUCHSTONE CLIMBING, INC.**

**Employer**

**and**

**Cases 32-RC-377918  
32-RC-377926**

**WESTERN STATES REGIONAL JOINT BOARD,  
WORKERS UNITED**

**Petitioner**

**DECISION AND DIRECTION OF ELECTION**

Based on the record and as explained below, I am directing elections in the petitioned for units because they are each an appropriate unit and do not share an overwhelming community of interest with other classifications as the Employer contends.

Touchstone Climbing Co. (“the Employer” or “Touchstone”) is a California corporation engaged in the business of operating rock-climbing gyms throughout California. The term “Bay Area facilities” shall refer collectively to the Employer’s facilities located at the following addresses: 2573 3<sup>rd</sup> Street, San Francisco, CA (“Dogpatch Boulders”); 800 Potter Street, Berkeley, CA (“Berkeley Ironworks”); 520 20<sup>th</sup> Street, Oakland, CA (“GW Power Co.”); 2295 Harrison Street, San Francisco, CA (“Mission Cliffs”); 1220 Diamond Way #140, Concord, CA (“Diablo Rock Gym”); 2140 Mandela Parkway, Oakland, CA (“Pacific Pipe”); 306 South 1<sup>st</sup> Street, San Jose, CA (“The Studio”); 1875 Solano Avenue, Berkeley, CA (“The Oaks”); and 801 Willow Street, Redwood City, CA (“Hyperion”).

On December 23, 2025, Western States Regional Joint Board, Workers United (“the Petitioner” or “the Union”) filed a representation petition in Case 32-RC-377918 under Section 9(c) of the National Labor Relations Act (“the Act”) seeking to represent all full-time and regular part-time maintenance employees employed by the Employer to service its Bay Area facilities. On December 29, 2025, the Petitioner filed a representation petition in Case 32-RC-377926 under Section 9(c) of the Act seeking to represent all full-time and regular part-time routesetter employees employed by the Employer to service its Bay Area facilities.

The issue presented in Case 32-RC-377918 is whether the petitioned-for unit of 4 maintenance employees employed by the Employer to service its Bay Area facilities is an appropriate unit for bargaining, or whether the unit must include all full-time and regular part-time front desk staff, front desk leads, routesetters, routesetting apprentices, belay staff, climbing club coaches, assistant team coaches, lead team coaches, safety staff, maintenance staff, and instructors employed at the Employer’s Bay Area facilities. The issue presented in Case 32-RC-377926 is whether the petitioned-for unit of 21 routesetters employed by the Employer to service its Bay

Area facilities (except The Studio<sup>1</sup>) is an appropriate unit for bargaining, or whether the unit must include all full-time and regular part-time front desk staff, front desk leads, routesetters, routesetting apprentices, belay staff, climbing club coaches, assistant team coaches, lead team coaches, safety staff, maintenance staff, and instructors employed at the Employer's Bay Area facilities.

A hearing officer of the Board held a hearing in this matter on January 9, 2026, wherein administrative notice was taken of the record from the hearing held in related cases 20-RC-369707 et al. on July 29, 2025. As explained below, based on the record and relevant Board law, I find that the petitioned-for unit of maintenance employees employed by the Employer to service its Bay Area facilities constitutes a readily identifiable group that shares an internal community of interest, and that the Employer has failed to meet its burden under *Am. Steel Constr., Inc.*, 372 NLRB No. 23 (2022), to show that the front desk staff, front desk leads, routesetters, routesetting apprentices, belay staff, climbing club coaches, assistant team coaches, lead team coaches, safety staff and instructors, employed at the Employer's Bay Area facilities share an overwhelming community of interest with the petitioned-for employees. A unit limited to maintenance employees servicing the Employer's Bay Area facilities is therefore appropriate and, as explained in more detail below, I am directing an election in that unit.

I further find that the petitioned-for unit of routesetters employed by the Employer to service its Bay Area facilities (except The Studio) constitutes a readily identifiable group that shares an internal community of interest, and that the Employer has failed to meet its burden under *Am. Steel Constr., Inc.*, 372 NLRB No. 23 (2022), to show that the front desk staff, front desk leads, belay staff, climbing club coaches, assistant team coaches, lead team coaches, safety staff, maintenance staff, and instructors, employed at the Employer's Bay Area facilities share an overwhelming community of interest with the petitioned-for employees. A unit limited to routesetters servicing the Employer's Bay Area facilities (except The Studio) is therefore appropriate and, as explained in more detail below, I am directing an election in that unit.

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

The Employer is engaged in the business of operating 18 rock-climbing fitness gyms across the state of California and has facilities in the Bay Area, Southern California, Fresno, and Sacramento areas. The Employer's corporate office is located in Berkeley, California, and contains an accounting department, routesetting department, membership services department, and maintenance department, among others. These department employees are not assigned to a specific gym or facility, and are instead dispatched to various facilities regularly, or as needed.

## **II. APPLICABLE BOARD LAW**

The Board first determines whether the petitioned-for unit is appropriate. The Act does not require a petitioner to seek representation of employees in the most appropriate unit possible, but only in an appropriate unit. *Overnite Trans. Co.*, 322 NLRB 723 (1996). The Board will find the petitioned-for unit to be an appropriate unit if it is readily identifiable and the employees in that unit share an internal community of interest, despite a contention that the employees could be

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<sup>1</sup> Routesetters employed by the Employer who are permanently assigned to The Studio exclusively, as opposed to servicing all Bay Area facilities, are included in the bargaining unit certified on September 18, 2025, in Case 32-RC-369681.

placed in a larger unit which would also be appropriate, or even more appropriate, unless the party so contending demonstrates that employees in the larger unit share an “overwhelming community of interest” with those in the petitioned-for unit. See *Am. Steel Constr., Inc.*, 372 NLRB No. 23 (2022), overruling *PCC Structural, Inc.*, 365 NLRB No. 160 (2017), as modified in *Boeing Co.*, 368 NLRB No. 67 (2019), and returning to the standard articulated in *Specialty Healthcare & Rehab. Ctr. of Mobile*, 357 NLRB 934 (2011) enfd. sub nom. *Kindred Nursing Ctrs. East, LLC v. NLRB*, 727 F.3d 552 (6th Cir. 2013).

The first inquiry is whether the job classifications sought by Petitioner are readily identifiable as a group and share a community of interest. An important consideration is whether the employees sought are organized into a separate department or administrative grouping. Also important are whether the employees 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. *United Operations, Inc.*, 338 NLRB 123 (2002). Particularly important in considering whether the unit sought is appropriate are the organization of the plant and the utilization of skills. *Gustave Fisher, Inc.*, 256 NLRB 1069, 1069 fn.5 (1981). However, all relevant factors must be weighed in determining community of interest.

Where a party objects to the petitioned-for unit on the basis that it is too small, and that the smallest appropriate unit must contain additional employees, the inquiry then moves to the second step: whether the additional employees share an overwhelming community of interest with the petitioned-for employees such that there “is no legitimate basis upon which to exclude (the) employees from” the larger unit because the traditional community-of-interest factors “overlap almost completely.” *Specialty Healthcare & Rehab. Ctr. of Mobile*, 357 NLRB at 944, 945, n.28 (quoting *Blue Man Vegas, LLC v. NLRB*, 529 F.3d 417, 421-422 (D.C. Cir. 2008)).<sup>2</sup> Moreover, the burden of demonstrating the existence of an overwhelming community of interest lies with the party asserting it. *Northrop Grumman Shipbuilding, Inc.*, 357 NLRB 2015, 2017 n.8 (2011). This objecting party must meet its high burden of showing that the petitioned-for unit “is truly arbitrary on community-of-interest grounds.” *Am. Steel Constr., Inc.*, 372 NLRB No. 23 at 7 (2022).

### III. ANALYSIS

#### a. The Petitioned-for Maintenance Employees Constitute an Appropriate Unit.

I find that the petitioned-for maintenance employees constitute an appropriate unit as explained below.

The record contains ample evidence that the maintenance employees are readily identifiable as a group. Generally, employees in a petitioned-for group are readily identifiable when they share job classifications, departments, functions, work facilities, skills, or similar factors. *Am. Steel Constr., Inc.*, 372 NLRB No. 23, slip op. at 16. The Employer regards the

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<sup>2</sup> I decided against analyzing these facts under the multi-facility test as set forth in *AT&T Mobility Svcs., LLC*, 371 NLRB No. 14 (2021), which only applies where the non-petitioning party seeks to include additional facilities in the petitioned-for unit. Here, it is undisputed that the petitioned-for employees perform work at all Bay Area facilities; the Employer contends that additional *classifications*, not facilities, must be added to the petitioned-for units.

petitioned-for maintenance employees as a single, centralized crew. Tr.\* 345:5-6, Er Brief\* at 6.<sup>3</sup> The four petitioned-for maintenance employees comprise this crew, all of whom have the title of Maintenance Staff. Attachment B to Er SOP. Maintenance employees are not assigned to a single facility; instead, the Employer sends maintenance employees out to all of its Bay Area facilities. Tr.\* 346:12-14. These employees perform routine maintenance tasks on HVAC equipment, walls, and paint, and engage in refurbishment and special maintenance projects. Tr.\* 345:8-22. The maintenance crew thus constitutes a distinct, identifiable group of employees.

Further, the petitioned-for maintenance employees share an internal community of interest. They all report to Eric Nakano, the maintenance supervisor. Tr. 17:9. They each have a kit of hand tools that they bring to each Employer facility that includes wrenches, pliers, wire strippers, hammers and drills; additionally, they all use heavier equipment housed at each facility, including air compressors, roto hammers, and saws. Tr. 20:12-18. As discussed above, they perform similar tasks across the Employer's facilities, including routine maintenance, refurbishment, and special projects. They interchange with each other in that all maintenance employees perform routine maintenance scheduled for site-specific equipment. Tr. 19:2. In fact, the Employer intentionally designed the maintenance team in this centralized manner, with each employee working at various facilities, so that they could cover for each other in the case of maintenance emergencies. Tr.\* 354:1-2. Therefore, given their common supervisor, identical tools and job functions, and high degree of interchange, the petitioned-for maintenance employees share an internal community of interest.

**b. The Petitioned-for Routesetters Constitute an Appropriate Unit.**

I find that the petitioned-for routesetters constitute an appropriate unit as explained below.

Routesetters are readily identifiable as a group. They share the same job title and report to Crew Leaders, all of whom report to NorCal Regional Head Routesetter Hiro Watanabe. All petitioned-for routesetters perform work at all of the Bay Area facilities (except The Studio). In fact, Gym Manager Alireza Mirafzal testified that he regards routesetters as coming "from the same large pool." Tr.\* 186:3. They perform the same function at each facility: the highly specialized process of removing old climbing routes and creating new ones.

The petitioned-for routesetters share an internal community of interest. They appear as one department in the Employer's organization chart, with a common supervisor in Watanabe. Er Exh.\* 5. They use the same equipment, including pulleys, ropes, and ladders, to access the climbing walls. Tr. 32:6-12. Routesetters have the same job duties across the petitioned-for unit. A variety of routesetters come to each gym to perform work, indicating a high degree of interchange with each other. Tr.\* 150:25. In fact, the Employer prefers that different individual routesetters perform work at each facility to give customers novelty and variety. Tr.\* 151:22-24. Routesetters wear the same uniform and follow the same workbook that sets out the Employer's safety procedures. Given their inclusion in the same department, their use of the same equipment, their identical job duties, and their interchange with each other, the petitioned-for routesetters share an internal community of interest.

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<sup>3</sup> As discussed above, the hearing officer took administrative notice of the transcript from the hearing held in the matter of 20-RC-369707 et al. on July 29, 2025. All transcript and exhibit cites denoted with (\*) refer to this prior record.

**c. The Employees the Employer Contends Must Be Added to the Unit Do Not Share an Overwhelming Community of Interest with the Petitioned-for Maintenance Employees, nor with the Petitioned-for Routesetters.**

**i. Departmental Organization**

The fact that two groups of employees are separately supervised and work in separate departments weighs against a finding of an overwhelming community of interest. See *Guide Dogs for the Blind, Inc.*, 359 NLRB 1412, 1417 (2013).

The Employer's organizational chart is divided into two parts: the company-wide side and the facility-specific side. Routesetters and competitive coaches occupy separate departments in the "Company-wide" half of the Employer's organization chart, under the ultimate supervision of Creative & Business Development Director Jeffery Bowling. Er Exh.\* 5. On the "Company-wide" side of Touchstone's organization chart, routesetters report to crew leaders, who report to NorCal Regional Head Routesetter Hiro Watanabe, who reports to Director of Routesetting Justin Alarcon, who reports to Bowling. *Id.* Lead competitive coaches and assistant coaches report to Regional Northern California Head Coach Logan DeCastro, who reports to Director of Youth Programs Tiffany Nguyen, who reports to Bowling. *Id.*

Meanwhile, Camp/club coaches, front desk staff, instructors, and maintenance employees occupy separate departments in the "Facility-specific" half of the Employer's organization chart, under the ultimate supervision of Director of Operations Markham Connolly. Er Exh.\* 5. Instructors, club coaches, and front desk staff report directly to each facility's general manager, who all report to Connolly. Tr.\* 104:2-6. Maintenance employees report to supervisor Eric Nakano, who reports to Head of Construction Russell Olsen. Tr. 22:4, 23:2.

Thus, the petitioned-for maintenance employees share no common supervisor with the employees in the "Company-wide" half of the organization chart. The petitioned-for routesetters share no common supervisor with the employees in the "Facility-specific" half of the organization chart. Routesetters are not supervised, scheduled, or disciplined by general managers at each facility. Tr.\* 146:1-6. Based on the placement of all these employees in diffuse departments and their lack of common supervision, this factor weighs against finding an overwhelming community of interest with other job classifications as the Employer has asserted.

**ii. Skills & Training**

Evidence that employees have similar job requirements or use similar equipment supports a finding of an overwhelming community of interest. *Brand Precision Servs.*, 313 NLRB 657 (1994).

Maintenance employees bring their own kit of hand tools to the Employer's facilities containing wrenches, pliers, wire strippers, hammers and drills; additionally, they all use heavier equipment housed at each facility, including air compressors, roto hammers, and saws. Tr. 20:12-18. No employees other than the petitioned-for maintenance employees regularly use similar tools in their jobs. Tr. 20:21. Several maintenance employees had prior experience in the construction and building trades prior to working in the Employer's maintenance department. Tr. 26:9. The record does not reflect that employees in other classifications had similar experience in the trades.

Routesetters use ropes, pulleys and ladders to access the climbing walls. Tr. 32:6-12. In order to remove and then reset the climbing routes, they use a variety of tools, including drills, hammers, crowbars, vise grips, screws, stanchions, and power washers. Tr. 33:11, 39:3-8. Other employees do not regularly use these tools. Tr. 40:3. Furthermore, routesetters must be able to understand by feel the various difficulty grades used to assess each climbing route. Tr. 34:10-13. The record does not suggest that other employees are expected to have this skill.

The record does not indicate exactly what tools, if any, the other job classifications use; however, the record clearly demonstrates that the maintenance employees and routesetters respectively use a distinct assortment of tools and bring specialized experience to their positions that distinguishes them from other employees. Therefore, I find that this factor weighs against finding an overwhelming community of interest with other job classifications.

### **iii. Job Functions & Duties**

Where a classification of employees performs distinct job functions and/or tasks not performed by other employees, the unique nature of their duties weighs against finding an overwhelming community of interest with those other employees. See *DTG Operations, Inc.*, 357 NLRB 2122, 2127 (2011).

Maintenance employees perform routine maintenance on HVAC equipment, water heaters and furnaces; they also address wear and tear to the building by fixing walls, painting and tiling. Tr.\* 345:8-10. Maintenance employees respond to emergencies, such as problems with HVAC units, electrical issues, or leaky faucets. Tr.\* 345:18-20. The Employer also assigns maintenance employees special projects, which might range from building new storage space to a bathroom remodel. Tr.\* 346:4. Employees in other classifications do not assist maintenance employees with maintenance tasks. Tr. 26:2-3.

Routesetters remove old climbing routes and create and implement new routes. Tr.\* 219:20-21. They remove the imitation rocks and affix new ones to the climbing walls, performing the new climb themselves and grading it on difficulty. Tr. 31:12-18. Routesetters also repair and adjust climbing routes. Tr.\* 221:11-12. Routesetters are expected to meet certain metrics, measured in terms of number of climbs or number of boulder problems. Tr.\* 293:21-23. They follow a workbook specific to routesetters wherein the Employer outlines its preferred safety procedures for attaching to ropes, attaching ropes and lines to the wall, and attaching gear to ropes, among other things. Tr. 40:22-41:5.

As for the additional classifications the Employer seeks to add, their duties vary greatly, both from each other and from the maintenance employees and routesetters. Front desk staff greet customers, process transactions, and handle membership signups. Tr.\* 375:15-20. Lead and assistant team coaches are responsible for training the various competitive youth climbing teams that the Employer houses. Tr.\* 331:8-14. Instructors teach fitness and yoga classes to customers. Tr.\* 228:16-18.

Given the wide variance in job duties and the fact that maintenance employees and routesetters respectively are the only employees responsible for their primary job duties, I find that this factor weighs against finding an overwhelming community of interest with other job classifications.

#### **iv. Contact**

If work-related contact between the petitioned-for employees and other employees is brief or limited, this weighs against a finding of an overwhelming community of interest. See *Northrop Grumman Shipbuilding, Inc.*, 357 NLRB 2015, 2018 (2011).

An individual facility communicates its maintenance needs through a central maintenance log. Tr.\* 195:14-15. Front desk staff might also contact maintenance supervisor Eric Nakano if significant issues arise or equipment requires repair or replacement. Tr.\* 376:22-24. The fact that other employees communicate regarding maintenance tasks through the log system or the maintenance supervisor, as opposed to directly to the employees themselves, indicates a low degree of contact between maintenance employees and other classifications.

Employees at each facility contact routesetters through a centralized route maintenance log. Tr.\* 221:13. When a routesetter comes to a facility, they might ask employees there clarifying questions about the issue and those employees might also pass along customer feedback to routesetters. Tr.\* 221:20, 222:2-3. Beyond these minimal conversations, however, routesetters do not communicate frequently with other employees. Tr. 41:20.

Therefore, I find that this factor weighs against finding an overwhelming community of interest with other job classifications.

#### **v. Interchange**

Interchangeability refers to transfers between two groups of employees, either permanent or in terms of temporary work assignments. 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).

No employees other than the petitioned-for maintenance employees perform maintenance work for the Employer. Tr. 19:22-23. One employee in the petitioned-for unit transitioned from part-time belay support staff to maintenance employee. Tr. 27:9.

The record contains no evidence that other employees are temporarily assigned routesetting work. One employee in the petitioned-for unit works part-time as an apprentice routesetter and part-time as front desk staff. Tr.\* 318:18-19. Another employee in the petitioned-for unit transitioned from belay support staff to front desk staff to routesetter. Tr. 30:8.

Balancing the lack of temporary interchange against the discrete examples of permanent transfers between the petitioned-for units and the other employee classifications, I find this factor is neutral on the community of interest inquiry.

#### **vi. Terms & Conditions of Employment**

The record demonstrates a wide variety of terms and conditions of employment across the job classifications.

Some of these terms apply to all employees. The same HR and payroll departments serve all Touchstone employees. Tr.\* 60:24, 62:6. The Employer stores all employee personnel files in the same software, called Rippling. Tr.\* 65:9. One employee handbook applies to all classifications across Touchstone. Tr.\* 65:22.

However, far more of these terms and conditions of employment only apply to certain employees. Maintenance employees receive a mileage reimbursement for traveling between Employer facilities, a benefit that the record does not reflect any other employee classification receiving. Tr. 28:19-29:5. Maintenance employees work 5am – 1:30pm, with their daily schedule set by maintenance supervisor Eric Nakano. Tr. 17:14, 17:23. On the other hand, general managers at each facility schedule desk staff, support staff, camp coaches, and club coaches; whereas instructors are hired to teach at a set time each week, so their schedules are fixed. Tr.\* 157:5-6, 156:22-24. Assistant team coaches work about two days per week, three and a half hours per day. Tr.\* 386:2-4.

In addition to the employee handbook, routesetters must follow an additional workbook specific to their job duties wherein the Employer outlines its preferred safety procedures for attaching ropes. Tr. 40:22-41:5. Routesetters wear a different uniform shirt than other employees; their shirts say Touchstone Routesetter. Tr.\* 147:7-10. Coaches wear coach shirts, whereas front desk staff have a variety of shirts. Tr.\* 147:15-16.

Wages, too, vary widely across the classifications. Maintenance employees earn about \$30/hour. Tr. 20:23. Routesetters earn \$28/hour. Tr. 48:9-10. Front desk staff earn about \$22/hour. Tr.\* 105:11. Safety staff earn \$19/hour. Tr.\* 106:3. Instructors earn \$20/hour. Tr.\* 109:12. Assistant team coaches earn \$23/hour. Tr.\* 110:2. Yoga instructors earn \$34/hour. Tr.\* 114:25.

Taken together, I find that the variance in terms and conditions of employment weighs against finding an overwhelming community of interest between the petitioned-for units and the additional classifications.

#### **vii. Functional Integration**

Even where a facility is functionally integrated, with all employees working toward a common goal, the fact that each classification plays a separate role in the integrated process will undermine a finding of an overwhelming community of interest. See, e.g. *DTG Operations, Inc.*, 357 NLRB 2122, 2128 (2011). Where operations are functionally integrated but employees play different roles and have a low degree of contact and interchange, the Board has declined to find an overwhelming community of interest. *Guide Dogs for the Blind*, 359 NLRB 1412, 1417 (2013).

While the record shows that all classifications broadly support the Employer's business of operating rock-climbing gyms offering a diverse array of programs (multiple types of rock climbing, competitive youth climbing teams organized by skill level, and general fitness classes, among others), the record also demonstrates how distinct the roles of the petitioned-for employees are from the other classifications. Maintenance employees upkeep the physical infrastructure of the facilities. Routesetters create dynamic climbing routes, one of the core offerings that the Employer relies on to draw in customers. Team coaches train youth climbers; instructors provide general fitness classes to adult customers; and front desk staff serve as an administrative point of contact for all customers. While it is true that, in a broad sense, none of these other employees could perform their duties if the maintenance employees did not keep the buildings running and the routesetters did not create one of the Employer's key products, the record also shows that all of these classifications perform their different roles separately, without heavy reliance on each other. Taken altogether, I find that this factor bears neutrally on the community of interest inquiry.

#### IV. CONCLUSION

Given that the factors of departmental organization, skills, job duties, contact, and terms and conditions of employment militate against a finding of an overwhelming community of interest, and that the factors of interchange and functional integration bear neutrally on the inquiry, I find that the Employer has failed to meet its burden under *Am. Steel Constr., Inc.*, 372 NLRB No. 23 (2022) of establishing that the additional classifications it seeks to include in the petitioned-for units share an overwhelming community of interest with the petitioned-for employees.

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 units appropriate for the purpose of collective bargaining within the meaning of Section 9(b) of the Act:

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**Included:** All full-time and regular part-time maintenance employees employed by the Employer to service its Bay Area facilities.

**Excluded:** All other employees, supervisors and guards as defined by the Act.

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**Included:** All full-time and regular part-time routesetter employees employed by the Employer to service its Bay Area facilities.

**Excluded:** Routesetter employees assigned exclusively to The Studio, all other employees, supervisors and guards as defined by the Act.

As such, I am directing two simultaneous secret-ballot elections among the employees in the units found appropriate above.

## V. DIRECTION OF ELECTION

### a. Election Details

The elections will be held simultaneously on **Wednesday, February 25, 2026**, from 7:00 AM TO 9:00 AM, and 3:00 PM TO 5:00 PM at the Training Center at the Employer's facility located at 795 Potter Street, Berkeley, CA.

### b. Voting Eligibility

Eligible to vote are those in the units who were employed during the payroll period ending **Sunday, February 15, 2026**, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off. Also eligible to vote are all employees in the units who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.

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 Lists

As required by Section 102.67(1) of the Board's Rules and Regulations, the Employer must provide the Regional Director and parties named in this decision a list for each election of the full names (that employees use at work), work facilities, 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 lists must be *received* by the regional director and the parties by February 19, 2026. The lists must be accompanied by a certificate of service showing service on all parties. **The Region will no longer serve the voter lists.**

Unless the Employer certifies that it does not possess the capacity to produce the lists in the required form, the lists 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 each list must

begin with each employee's last name and the lists must be alphabetized (overall or by department) by last name. Because the lists will be used during the election, the font size of the lists 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](http://www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015).

When feasible, the lists shall be filed electronically with the Region and served electronically on the other parties named in this decision. The lists may be electronically filed with the Region by using the E-filing system on the Agency's website at [www.nlr.gov](http://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 lists within the specified time or in the proper format if it is responsible for the failure.

No party shall use the voter lists 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 Notices of Election accompanying this Decision in conspicuous places, including all places where notices to employees in the unit found appropriate are customarily posted. The Notices 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 units found appropriate, the Employer must also distribute the Notice of Election electronically to those employees. The Employer must post copies of the Notices at least three 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.

## **VI. 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

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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.nlrb.gov](http://www.nlrb.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: February 17, 2026



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Christy J. Kwon  
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Oakland, CA 94612-5224

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

**TOUCHSTONE CLIMBING, INC.**

**Employer**

**and**

**Case 32-RC-377918  
32-RC-377926**

**WESTERN STATES REGIONAL JOINT BOARD,  
WORKERS UNITED**

**Petitioner**

**AFFIDAVIT OF SERVICE OF Decision and Direction of Election**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on February 17, 2026, I served the above-entitled document(s) by electronic mail, as noted below, upon the following persons, addressed to them at the following addresses:

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February 17, 2026  
\_\_\_\_\_  
Date

Justin Kelly-Jones, Designated Agent of NLRB  
\_\_\_\_\_  
Name

*/s/ Justin Kelly-Jones*  
\_\_\_\_\_  
Signature