

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

CENTERRA GROUP, LLC
Employer

and

Case 05-RC-313581

INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS
OF AMERICA (SPFPA)
Petitioner

ORDER

The Petitioner's Request for Review of the Regional Director's Decision and Order is denied as it raises no substantial issues warranting review.¹

JAMES R. MURPHY, MEMBER

DAVID M. PROUTY, MEMBER

SCOTT A. MAYER, MEMBER

Dated, Washington, D.C., February 19, 2026.

¹ In denying review, we agree with the Regional Director's finding that the Employer has established that Lieutenants and Captains have the ability to decline to issue discipline, which entails the exercise of independent judgment. We note that the Memorandums for Record (MFRs)—which the Regional Director cited in support of his finding that the Lieutenants and Captains have the ability to decide to issue lesser forms of discipline—also illustrate that Lieutenants and Captains can decline to issue discipline by deeming the MFR (which ordinarily accompanies a verbal or written warning) nondisciplinary. Given that the Petitioner does not dispute the Regional Director's conclusion that the Employer maintains a progressive disciplinary policy, and given the testimony that MFRs are not independently investigated, the fact that the Lieutenants and Captains can decide whether or not to issue discipline triggering the progressive policy establishes their authority to discipline (or effectively recommend discipline) within the meaning of Section 2(11). See *Oak Park Nursing Care Ctr.*, 351 NLRB 27, 29 (2007).