

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

UNITED PARCEL SERVICE, INC.

and

Case: 12-CA-340701

JAMES H. COTTER

ORDER

On January 13, 2026, Administrative Law Judge Jeffrey P. Gardner of the National Labor Relations Board issued his Decision in the above-entitled proceeding and, on the same date, the proceeding was transferred to and continued before the Board in Washington, D.C. The Administrative Law Judge found that the Respondent did not engage in certain unfair labor practices and dismissed the complaint in its entirety.

No statement of exceptions having been filed with the Board, and the time allowed for such filing having expired,

Pursuant to Section 10(c) of the National Labor Relations Act, as amended, and Section 102.48 of the National Labor Relations Board Rules and Regulations, the Board adopts the findings and conclusions of the Administrative Law Judge as contained in his Decision, and the recommended Order of the Administrative Law Judge becomes the Order of the Board.

Accordingly, the complaint is dismissed.

Dated, Washington, D.C., February 20, 2026.

By direction of the Board:

/s/ Farah Z. Qureshi

Deputy Executive Secretary