

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

RENAL TREATMENT CENTERS - CALIFORNIA, INC. D/B/A
DAVITA CONCORD DIALYSIS CENTER

Employer

and

Case 32-RC-337328

SERVICE EMPLOYEES INTERNATIONAL UNION, UNITED
HEALTHCARE WORKERS – WEST

Petitioner

ORDER

The Employer's Request for Review of the Acting Regional Director's Decision on Election Objections and Certification of Representative is denied as it raises no substantial issues warranting review.¹

DAVID M. PROUTY, MEMBER

JAMES R. MURPHY, MEMBER

SCOTT A. MAYER, MEMBER

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

¹ In denying review of the Acting Regional Director's decision to overrule Objection 1, we rely solely on the Acting Regional Director's finding that the conduct alleged by the Employer, even if proven at a hearing, would be insufficient to demonstrate objectionable conduct under the precedent established in *Midland National Life Insurance Co.*, 263 NLRB 127 (1982). See *Durham Sch. Servs., LP*, 360 NLRB 851, 851 (2014).