

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

SATELLITE HEALTHCARE, INC.
Employer

and

Case 32-RC-373302

SERVICE EMPLOYEES INTERNATIONAL UNION –
UNITED HEALTHCARE WORKERS WEST
Petitioner

ORDER

The Employer's Request for Review of the Regional Director's Decision 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 27, 2026.

¹ In denying review of the Regional Director's overruling of Objection 2, we do not rely on her inadvertent mischaracterization of the Employer's operations (which do not involve "ramp services") or offer of proof (which did not cite safety as a reason it could not communicate with employees during their shifts). Contrary to the Employer's argument, there is no need to remand the case based on these inadvertent mischaracterizations, given that the Regional Director's analysis did not rely on them.

For the reasons set forth in *Satellite Healthcare*, 374 NLRB No. 39 (2026), Members Murphy and Mayer reject the Employer's contention that the election must be set aside because of the Board's holding in *Amazon.com Services*, 373 NLRB No. 136 (2024), an unfair labor practice case. They did not participate in *Amazon* and express no view as to whether it was correctly decided.