

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 19**

OPTUM CARE WASHINGTON, PLLC

Employer

and

Case 19-RC-388583

**UNITED FOOD AND COMMERCIAL WORKERS
LOCAL 3000**

Petitioner

DECISION AND DIRECTION OF ELECTION

On June 9, 2026, the United Food and Commercial Workers Local 3000 (Petitioner) filed a representation petition seeking to represent a bargaining unit of diagnostic imaging employees employed by Optum Care Washington, PLLC (the Employer) at fourteen different clinics.

The Petitioner seeks to represent a unit of all full-time, regular part-time, and per diem diagnostic imaging employees, including Patient Care Coordinators, Ancillary Patient Care Coordinator, Dexascan Technician, Dexascan Technician Lead, CT Technologist, CT Technologist Lead, MRI Technologist, MRI Technologist Lead, Mammography Technologist, Mammography Technologist Lead, Mammography Tracking Specialist, Mammography Tracking Specialist Lead, Nuclear Medicine Technologist, Nuclear Medicine Technologist Lead, Radiologic Technician, Radiologic Technologist, Radiologic Technologist Aide, Radiology Assistant, Radiology Assistant Film Room, Ultrasound Technologist, and Ultrasound Technologist Lead employed by the Employer working at or out of the facilities located at: 4011 172nd St NE, Arlington, WA 98223 (Arlington); 1200 112th Ave NE, Suite C160, Bellevue, WA 98004 (Bellevue); 21401 72nd Ave W, Edmonds, WA 98026 (Edmonds); 3901 Hoyt Ave, Everett, WA 98201 (Founders); 3927 Rucker Ave, Everett, WA 98201 (Gunderson); 1818 121st St SE, Everett, WA 98208 (Silver Lake); 4420 76th St NE, Marysville, WA 98270 (Marysville); 2901 174th St NE, Marysville, WA 98271 (Smokey Point); 8923 Soper Hill Rd, Marysville, WA 98270 (Sloper Hill); 4410 106th St SW, Mukilteo, WA 98275 (Harbor Point); 1201 N 175th St, Shoreline, WA 98133 (Shoreline); 401 2nd St, Snohomish, WA 98290 (Snohomish); 7205 265th St NW, Stanwood, WA 98292 (Stanwood); and 15418 Main St #200, Mill Creek, WA 98012 (Mill Creek). Petitioners seek to exclude PAC RIS Specialists, managers, confidential employees, and guards and supervisors as defined by the Act.

The Employer raises several arguments as to why the petitioned-for unit is inappropriate. First, the Employer takes the position that the petitioned-for classifications at all locations except for Bellevue within individual “modalities,” or “specialties”, share a community of interest on a multifacility basis, but do not share a community of interest to each other. Specifically, the Employer maintains that the unit sought by the Petitioner is not appropriate because the only

appropriate outcome to this petition would be to divide the proposed unit into nine modalities/specialties across the fourteen clinics, with a carve-out for mammography employees working out of Bellevue: (1) administrative employees; (2) CT employees; (3) mammography employees, minus mammography employees employed at the Bellevue location; (4) mammography employees employed at the Bellevue location; (5) MRI employees; (6) dexascan employees; (7) nuclear medicine employees; (8) ultrasound employees; and (9) X-ray employees. Second, the Employer seeks to exclude per-diem employees from any unit found appropriate as they do not share a community of interest with the rest of the employees in the diagnostic imaging department. The Employer agrees with the Petitioner as to the excluded classifications.

A hearing officer of the Board held a hearing in this matter on July 23 through 25, 2026, to collect evidence regarding whether the unit sought is an appropriate unit. Both the Employer and the Petitioner filed briefs with me after the conclusion of the hearing. As explained below, based on the record and relevant Board law, I conclude that the modality argument fails, that per-diem employees share a community of interest with other employees in the petitioned-for unit, and that the Bellevue mammography employees are appropriately placed in the petitioned for unit. Therefore, I find that the unit sought by Petitioner is appropriate and direct an election as set forth below.

I. THE EMPLOYER'S OPERATION

Employer operates fourteen medical clinics in the greater Everett, Washington area. Thirteen of the medical clinics include Employer locations which were acquired from the Everett Clinic in approximately 2022 and are commonly referred to as Founders, Gunderson, Snohomish, Arlington, Marysville, Mill Creek, Edmonds, Smokey Point, Shoreline, Harbor Point, Silver Lake, Soper Hill, and Stanwood. The fourteenth location, formally known as Eastside Family Medicine, the Bellevue location, is now referred to as part of the Everette Clinic. All fourteen locations provide various imaging and radiography services. In addition to imaging, many of the locations have walk-in clinics and laboratory services, and some provide subspecialty care such as pediatrics, primary care, orthopedics, podiatry, or cardiology.

The diagnostic imaging department offers patients several types of imaging, including MRI, CT, CAT scan, nuclear medicine, X-ray, ultrasound, DEXA, and mammography. The imaging department spans across fourteen clinics and employs approximately 143 workers. The diagnostic imaging department is overseen by Senior Director for Ancillary Services, Robert Moya¹. Moya is responsible for the entire department, including the equipment, personnel, budget and information technology. Andrea Richards, Practice Manager of Imaging, reports directly to Moya and manages all fourteen of the petitioned-for clinics. Testimony shows Richards is responsible for the departmental operations and has six supervisors who report directly to her.

The Employer does not offer each type of imaging at each location, and the Employer does not employ each classification at every location.

¹ Moya identifies himself as the Senior Director for Ancillary Services in his testimony. The Employer's organizational chart identifies Moya as the Senior Director, Diagnostic Imagine LAB.

The Edmonds clinic offers mammography, MRI, ultrasound, CT, and X-ray services and employs radiologic technologists, lead CT technologists, CT technologists, mammography technologists, and ultrasound technologists.

The Founders location offers X-rays, mammography, DEXA, and nuclear medication. The Founders location employs dexascan technicians, dexascan scan technician leads, radiologic technologists, nuclear medicine technologists, nuclear medicine technologist leads, radiology assistants film room, radiology assistants, mammography technologist, and mammography tracking specialist.

The Gunderson location offers patients CT, MRI, ultrasound, and X-ray. The Gunderson location employs radiology technician aides, radiologic technologist, radiologic technicians, ultrasound technologists, MRI technologists, MRI technologist leads, patient care coordinators, and CT technologists.

Smokey Point offers X-ray, CT, MRI, mammography, DEXA, and ultrasound. This location employs dexascan technicians, dexascan technician leads, radiology technician aides, radiologic technologist, radiologic technicians, ultrasound technologists, MRI technologists, MRI technologist leads, mammography technologist, mammography technologist leads, patient care coordinators, and CT technologists.

Sloper Hill offers mammography and X-ray. The location has radiologic technologists, radiologic technicians, and mammography technologists.

Mill Creek only offers mammography services. This facility employs mammography technologists and radiologic technologists. The radiologic technologists are trained in mammography imaging as there are no X-ray machines at the facility.

Arlington, Harbor Point, Shoreline, Snohomish, Stanwood, Sliver Lake, and Marysville clinics only offer X-ray services and employ radiologic technologists.

The Bellevue location, sometimes referred to as Eastside Family Medicine, offers mammography services, X-ray, and dexascans. This location was the most recent addition to the Employer. Prior to joining the Employer's network, the former medical practice at this facility had two technologists that were cross trained in mammography services, X-ray, and DEXA. These two technologists were retained when the Employer assumed ownership of the facility. While the two technologists on-site are considered mammography technologists – as that is their highest level of certification – they regularly perform X-rays and dexascans.

II. APPLICABLE BOARD LAW

When determining an appropriate unit, the Board delineates the grouping of employees within which freedom of choice may be given collective expression. At the same time, it creates the context within which the process of collective bargaining must function. Therefore, each unit determination must foster efficient and stable collective bargaining. *Gustave Fisher, Inc.*, 256 NLRB 1069 (1981). On the other hand, the Board has also made clear that the unit sought for

collective bargaining need only be an appropriate unit. Thus, the unit sought need not be the ultimate, or the only, or even the most appropriate unit. *Overnite Transportation Co.*, 322 NLRB 723, at 723 (1996). As a result, in deciding the appropriate unit, the Board first considers whether the unit sought in a petition is appropriate. *Id.* When deciding whether the unit sought in a petition is appropriate, the Board focuses on whether the employees share a “community of interest.” *NLRB v. Action Automotive*, 469 U.S. 490, 494 (1985). In turn, when deciding whether a group of employees shares a community of interest, the Board considers whether the employees sought are organized into a separate department; 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.*, *supra* at fn. 5. With regard to organization of the plant, the Board has made clear that it will not approve of fractured units – that is, combinations of employees that are too narrow in scope or that have no rational basis. *Seaboard Marine*, 327 NLRB 556 (1999). However, *all* relevant factors must be weighed in determining community of interest.

III. APPLICATION OF BOARD LAW TO THE FACTS OF THIS CASE

The analysis will begin by addressing the Employer’s contention that each modality (CT, MRI, ultrasound, X-ray, nuclear medicine, mammography, administrative employees, and dexascan) do not share a community of interest with one another. The initial analysis will address the proposed modality units at all clinics except Bellevue. The inclusion or exclusion of the mammography technologists at Bellevue and per diem employees is addressed below.

A. The Petitioned-for Unit and Employer’s Proposed Modality Units

While the Petitioner seeks the inclusion of all diagnostic imaging employees, the Employer contends that each modality/specialty should be separate bargaining units. As set forth below, I find that all modalities within the imaging department share a community of interest.

1. Organization of the Employer’s Operation

An important consideration in any unit determination is whether the proposed unit conforms to an administrative function or grouping of an employer’s operation. Thus, for example, generally the Board would not approve a unit consisting of some, but not all, of an employer’s production and maintenance employees. See, *Check Printers, Inc.* 205 NLRB 33 (1973). However, in certain circumstances the Board will approve a unit in spite of the fact that other employees in the same administrative grouping are excluded. *Home Depot USA*, 331 NLRB 1289, 1289 and 1291 (2000).

As highlighted above, the Employer operates fourteen clinics in the Everett, Washington area. At hearing, the parties agreed to stipulate the geographic distances between the multiple facilities as they related to the Founders location in Everett, Washington. Gunderson is located less than a mile from Founders. The Silver Lake location is approximately seven miles from Founders. Both

Marysville and Sloper Hill are eight miles north of Founders. Harbor Point and Mill Creek are nine miles south of Founders. Snohomish is approximately eleven miles east. Arlington and Smokey Point are approximately fifteen miles north – whereas Edmonds is fifteen miles south. Shoreline is eighteen miles south, and Stanwood is twenty-five miles north of Founders.

Within the system, the Employer has a designated imaging department which covers MRI, CT, X-ray, nuclear medicine, mammography, ultrasound, and dexascan. Each clinic contains some, if not all, of the imaging modalities. Administrative employees are employed out of Smokey Point, Gunderson, and Founders, but provide scheduling services to all imaging groups.

In this case, the unit sought by the Petitioner includes all employees within the imaging departments across all fourteen locations. The Employer does not argue against a multifacility unit, rather the Employer's position is that each modality should have its own unit, which would result in some units not containing some facilities as a byproduct of a facility simply not having the equipment to run a specific modality. On balance, given the requested unit adheres to the Employer's organization and encompasses the entire imaging department, this factor weighs in favor of the Petitioner's proposed petitioned-for unit of all full-time and regular part-time employees excluding Bellevue.

2. Common Supervision

Another community-of-interest factor is whether the employees in dispute are commonly supervised. In examining supervision, most important is the identity of employees' supervisors who have the authority to hire, to fire or to discipline employees (or effectively recommend those actions) or to supervise the day-to-day work of employees, including rating performance, directing and assigning work, scheduling work providing guidance on a day-to-day basis. *Executive Resource Associates*, 301 NLRB 400, 401 (1991); *NCR Corporation*, 236 NLRB 215 (1978). Common supervision weighs in favor of placing the employees in dispute in one unit. However, the fact that two groups are commonly supervised does not mandate that they be included in the same unit, particularly where there is no evidence of interchange, contact or functional integration. *United Operations*, supra at 125. Similarly, the fact that two groups of employees are separately supervised weighs in favor of finding against their inclusion in the same unit. However, separate supervision does not mandate separate units. *Casino Aztar*, 349 NLRB 603 (2007) Rather, more important is the degree of interchange, contact and functional integration. Id. at 607.

The Employer's organization chart shows a pyramid with Senior Director of Ancillary Services Moya at the top of the Imaging Department, with Practice Manager of Imaging Richards reporting up to Moya. The following six supervisors report to Richards and have oversight of one to three modalities: CT and X-ray supervisor Olsen (34 FTE); X-ray supervisor Shauna Watson (17 FTE); X-ray, DEXA, and nuclear medicine supervisor Mike King (24 FTE); Ultrasound supervisor Heather Uptain (20 FTE); mammography supervisor Megan Gilkey (10 FTE²); and schedulers and film library supervisor Tricia Barrows (16 FTE). Olsen has a CT lead assisting her and King has a nuclear medicine lead. Finally, Richards has a group of MRI employees (13 FTE) that report to her, with help from the MRI lead. According to the record, managers, supervisors, and leads meet together once a week with Moya. Testimony revealed that all decisions eventually need Moya's approval.

² Gilkey's supervision includes the Bellevue cross-trained mammography technologists.

All modalities, including administrative and employees working out of Bellevue, share the same vertically organized chain of supervision. Testimony reveals all six supervisors report directly to Richards, but all decisions ultimately roll up to Senior Director Moya. Further, authority and responsibility of two of the six supervisors, Olsen and King, include employees within multiple modalities. While Gilkey supervises mammography technologists, this includes the two mammography technologists at Bellevue who are cross-trained, and who perform, X-rays and dexascans.

Given there is common supervision among the petitioned-for all full-time and regular part-time employees, excluding Bellevue, I find this factor weighs in favor of finding a community of interest.

3. The Nature of Employee Skills and Functions

This factor examines whether disputed employees can be distinguished from one another on the basis of job functions, duties or skills. If they cannot be distinguished, this factor weighs in favor of including the disputed employees in one unit. Evidence that employees perform the same basic function or have the same duties, that there is a high degree of overlap in job functions or of performing one another's work, or that disputed employees work together as a crew, support a finding of similarity of functions. Evidence that disputed employees have similar requirements to obtain employment; that they have similar job descriptions or licensure requirements; that they participate in the same Employer training programs; and/or that they use similar equipment supports a finding of similarity of skills. *Casino Aztar*, 349 NLRB 603 (2007); *J.C. Penny Company, Inc.*, 328 NLRB 766 (1999); *Brand Precision Services*, 313 NLRB 657 (1994); *Phoenician*, 308 NLRB 826 (1992). Where there is also evidence of similar terms and conditions of employment and some functional integration, evidence of similar skills and functions can lead to a conclusion that disputed employees must be in the same unit, in spite of lack of common supervision or evidence of interchange. *Phoenician*, *supra*.

In this case the record reveals that, while all employees are required to provide safe patient care, employees in different modalities perform separate job functions, duties, and have specialized skill sets from one another.

Radiologic technologists, CT technologists, MRI technologists, and mammography technologists are all required to hold a current certification with the American Registry of Radiologic Technologists (ARRT) and the State of Washington Certified Radiologic Technologist (CRT) license. Each also have advanced board certifications within their own modality. Radiology technicians are employed as such while earning their credentials to become technologists. Nuclear medicine technologists must hold either ARRT or have completed a course in Nuclear Medicine Technology approved by the Nuclear Medicine Technology Certification Board (NMTCB). Ultrasound technologists hold separate credentials and require specialized training. Dexascan technicians must have a high school diploma and complete on-the-job training. Radiologic technologists, with on-the-job training, can perform dexascan technician tests.

Each modality has unique equipment including: radiologic technologists and radiologic technicians³ with DR/CR machines and stentors; ultrasound technologists performing patient care utilizing an ultrasound, Doppler, and transducers; a mammography technologist's equipment include mammogram machines; nuclear technologists utilize nuclear cameras and instrumentation; CT technologists utilizing CT scanners; MRI technologists utilize magnetic resonance imaging machines; and dexascan technicians utilize the DEXA scan.

The administrative staff, including patient care coordinators, ancillary patient care coordinators, radiology assistants, radiologic technologist aides, and radiology assistant film room do not need a specific imaging credential. Patient care coordinators' basic job functions include answering phones, scheduling patients for various imaging work, handling patient screening questionnaires, and managing insurance issues such as prior authorizations for imaging. Patient care coordinators work both in person at front desks and remotely. Radiology assistants and radiology assistant film room employees manage the PACs system and ensure that diagnostic images are stored appropriately, shared with technologists, and shared with patients. No administrative staff requires specific educational background, certifications, or licensures.

The nature of the employees' skills and functions within each modality, including the administrative support staff, differ from one another. The employees in the proposed unit have unique state and federal licensing requirements, making them distinct from one another. This factor, therefore, weighs against finding a community of interest between modalities.

4. Interchangeability and Contact among Employees

Interchangeability refers to temporary work assignments or transfers between two groups of employees. 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). As a result, the Board has held that the frequency of employee interchange is a critical factor in determining whether employees who work in different groups share a community of interest sufficient to justify their inclusion in a single bargaining unit. *Executive Resource Associates*, 301 NLRB 400, 401 (1991), citing *Spring City Knitting Co. v. NLRB*, 647 F.2d 1011, 1015 (9th Cir. 1081).

While there is significant evidence to show temporary work assignments between clinics within each modality, the record reveals only minimal temporary work assignments between modalities. There are background, training, and licensing required for operating the specialized equipment in MRI, CT, mammography, ultrasound, and nuclear medicine areas. Therefore, there can only be overlap between modalities when specific training has been provided. If there is a planned or unplanned leave of absence for any of the technologists in the modalities, the Employer will either move a technologist in the same modality to another location temporarily, or the patient care

³ The Petitioner's brief notes the radiologic technicians are current Employer employees who are students earning their appropriate certification and licensure. These individuals are expected to become technologists upon passing their registry. The Petitioner's brief argues the radiologic technicians should be included in the unit. I do not address this argument as the Employer does not argue they should be excluded in their position statement, at hearing, or in their brief. Instead, the Employer's argument is that the radiologic technicians are only appropriately grouped with the radiologic technologists which is addressed as part of the community of interest analysis.

coordinators will restrict the scheduling of patients. Due to licensing and training requirements specific to each position, there can be typically no interchange between administrative staff and other classifications. Patient care coordinators and radiology assistant film room employees lack the requisite education, certification, and medical licensing to perform patient care duties reserved for the technologists in all modalities.

The record shows there is ongoing interchange between dexascan and X-ray. Radiologic technologists are required to have state and national certifications. The dexascan technicians are encouraged to have a similar state-issued radiologic certification to the radiologic employees but are provided with on-the-job training to perform patient scans. Supervisor King testified that there are at least three radiologic technologists that have on-the-job training to provide dexascan coverage. King noted additional radiologic technologists have been previously trained, but don't perform the scans often enough to be able to step in regularly. Testimony from one radiologic technologist describes performing dexascans on patients when one of the two dexascan technicians are on vacation, averaging one dexascan a month.

The record also shows that at the end of 2025 a radiologic technologist transitioned into MRI to begin training and the licensure process to become an MRI technologist. He began training in MRI across multiple Employer facilities. While in training, but as a permanent MRI employee, this individual briefly provided coverage in the X-ray injection room.

Also relevant for consideration with regard to interchangeability is whether there are permanent transfers among employees in the unit sought by a union. However, the existence of permanent transfers is not as important as evidence of temporary interchange. *Hilton Hotel Corp*, supra. In this matter the record reveals evidence of permanent transfers between the employees in differing modalities. Several witnesses testified that X-ray is often seen as a steppingstone into training for another modality. The record contains evidence that several of the modalities – mammography, CT, and MRI - require technologists to obtain and maintain X-ray certification as a base level qualification. Therefore, moving into other modalities from X-ray requires additional certifications and training. As such, radiologic technologists often cross train into those modalities ending in permanent transfer. At hearing, there was testimony of a mammographer technologist that spent the last four years as a radiologic technologist. This mammographer technologist worked at the Employer while gaining additional accreditation and training to ultimately permanently transfer into mammography.

Also relevant is the amount of work-related contact among employees, including whether they work beside one another. Thus, it is important to compare the amount of contact employees in the unit sought by a union have with one another. See for example, *Casino Aztar*, supra. There is evidence of work-related contact between the employees involved in the petition, both across locations and between modalities.

Across locations, the record shows that most petitioned-for employees work at the same location each day, with some splitting time between two locations or volunteering to cover shifts when other employees are on leave that are within their modality. Some employees may even move during a shift if equipment fails at their home location. Eight of the fourteen facilities house multiple modalities. Within the facilities with multiple modalities, each modality is housed in the

same or adjacent areas within each facility. Technologists often walk patients back through or next to areas for other modalities. Several facilities have a shared supplies cart among different modalities, but they do not share specialized imaging equipment. Within each facility, there is one breakroom shared among all the employees, including those outside the imaging department. At Founders, the imaging department has their own breakroom. Each facility has one shared parking lot.

The administrative employees support all the modalities, including by scheduling patients, obtaining prior records for technologists, managing insurance requirements, and sharing and cataloging technologists digital imaging. The radiology assistant film room employees work closely with CT and MRI technologists providing patient images to them and cataloging the imaging afterward. Radiology technologist aides work directly with and provide technical staff with patient flow and schedule management for multiple modalities, including MRI, CT, and ultrasound.

CT, MRI, X-ray, mammography, nuclear medicine, ultrasound, and dexascan employees regularly work near one another and sometimes overlap patients within the same day. Patients are occasionally scheduled for multiple types of imaging in a day which require coordination between modalities necessitating technologists in differing modalities to interact while providing a patient handoff or exchange phone calls regarding timing of exams. For example, there are times when a patient is scheduled for an X-ray and then a CT is ordered. Alternatively, there are times where both a mammogram and dexascan are ordered on the same day for the same patient. At hearing, there was testimony that showed MRI, CT, and X-ray will share IV duties for patients. For example, technologists communicate across modalities helping insert a particularly difficult IV. Multiple employees testified that the entire imaging group works cohesively together.

Considering the evidence of frequent contact, coupled with at least some evidence of temporary interchange and permanent transfers, this factor weighs in favor of finding a community of interest between the petitioned-for full-time and regular part-time employees, excluding Bellevue.

5. Degree of Functional Integration

Functional integration refers to when employees' work constitutes integral elements of an employer's production process or business. Thus, for example, functional integration exists when employees in a unit sought by a union work on different phases of the same product or as a group provides a service. Another example of functional integration is when the Employer's workflow involves all employees in a unit sought by a union. Evidence that employees work together on the same matters, have frequent contact with one another, and perform similar functions is relevant when examining whether functional integration exists. *Transerv Systems*, 311 NLRB 766 (1993). On the other hand, if functional integration does not result in contact among employees in the unit sought by a union, the existence of functional integration has less weight.

In this matter the record reveals that all employees in the proposed bargaining unit are functionally related. More specifically, all petitioned-for employee positions contribute to the Employer's overall operation and business. As discussed above, the administrative employees support the technologists who perform direct patient care. Patient care coordinators schedule patients for

technologists and technicians. Patient care coordinators greet patients at the front desk, confirm insurance information and completion of patient paperwork. Radiology assistants and radiology assistant film room compile any imaging needed by the technologists or technicians. Either technologists, technicians, or radiologic technologist aides will collect the patient to prepare the patient to perform the selected imaging. Following the imaging, technologists may perform a hand off of the patient to a technologist in another modality or escort the patient out of the office.

The factor of functional integration therefore weighs towards finding a community of interest among the petitioned-for full-time and regular part-time employees, excluding Bellevue.

6. Terms and Conditions of Employment

Terms and conditions of employment include whether employees receive similar wage ranges and are paid in a similar fashion (for example hourly); whether employees have the same fringe benefits; and whether employees are subject to the same work rules, disciplinary policies and other terms of employment that might be described in an employee handbook. However, the fact that employees share common wage ranges and benefits or are subject to common work rules does not warrant a conclusion that a community of interest exists where employees are separately supervised, do not interchange and/or work in a physically separate area. *Bradley Steel, Inc.*, 342 NLRB 215 (2004); *Overnite Transportation Company*, 322 NLRB 347 (1996). Similarly, sharing a common personnel system for hiring, background checks and training, as well as the same package of benefits, does not warrant a conclusion that a community of interest exists where two classifications of employees have little else in common. *American Security Corporation*, 221 NLRB 1145 (1996).

In the instant case the record reveals that all full-time and regular part-time employees in the petitioned-for unit share common terms and conditions of employees across modalities and all fourteen locations. These terms and conditions of employment include the same progressive PTO accruals, benefits packages including a choice of four insurance packages offered, optometry insurance, long-term disability benefits, and a 401(k) plan. Further, workplace policies and workflows are standardized across all fourteen locations.

All employees in the petitioned-for unit are hourly and work on a grade system. The exact grade structure is not on record; however, the parties stipulated that different classifications may fall into different grades, but each classification follows a standard grade structure. Wage ranges appear to overlap across different grades. All floats receive a differential pay.

Employees in each modality have a set schedule that has them at one or multiple locations during the week. The direct supervisor or lead sets the employee's schedule. Any additional openings are offered through WhenToWork to other employees within the same classification, floats, or per diem employees. All open shifts are posted, and employees can independently claim shifts as desired. For example, a radiologic technologist who typically works at Smokey Point and Arlington has previously picked up shifts at Marysville, Soper Hill, Gunderson, Founders, Silver Lake, Snohomish, and Stanwood through WhenToWork.

Employees use the same computer programs across the facilities and modalities. The employees utilize Epic for medical record keeping and PACS imaging system. Employees all use the same time-keeping system, Global Time Systems. All employees utilize Microsoft Teams for employee-to-employee communications.

7. Summary of Findings Regarding Community of Interest for the Proposed Mixed Modality Unit

Considering the record evidence, I conclude the petitioned for all full-time and regular part-time diagnostic imaging employees (excluding per diem and Bellevue which are addressed below) share a community of interest across modalities based on the following factors: employees are part of the same Employer implemented and controlled diagnostic imaging department; employees across modalities share common first level supervision and the same organizational hierarchy; there is frequent contact, coupled with at least some evidence of temporary interchange and permanent transfers; employees across modalities are functionally integrated and share common terms and conditions of employment. Given the facts on the record, these factors collectively weigh in favor of finding a community of interest across modalities.

B. Per Diem Employees

The Employer employs hourly-paid per diem technologists within the ultrasound, CT, and X-ray modalities. There is no dispute that per diem employees work under the same supervision, at the same locations, and perform the same duties as their regularly scheduled counterparts, but do not receive the same benefits. Per diem employees earn their modalities base wage, plus 15% differential for hours worked. The rate per hour is was not placed in the record. Unlike their counterparts, per-diem employees do not receive merit raises or any other benefits.

The Employer utilizes WhenToWork – the same program utilized by the regularly scheduled employees – to offer shifts to per diem employees. The per diem employees then inform the Employer which shifts they are available to fill. The record is lacking any payroll data showing hours worked by the per diem employees, therefore I am reliant on testimony. Ultrasound has a per diem employee who is required to work four days a month; however it does not need to be a full shift. CT employs two per diem employees who are required to work two days per month to maintain their status. The X-ray modality employs three per diem employees. In X-ray, per diem employees' requirements appear to vary by supervisor. According to X-ray supervisor Watson, the per diem technologist she supervises is required to work six shifts per quarter. According to nuclear medicine supervisor King and CT and X-ray supervisor Olsen, the per diem X-ray technologists they supervise are required to work four shifts per month or averaging one shift a week.

There are no per diem employees within the administrative staff. Nuclear medicine, mammography, and dexascan do not currently employ any per diem employees. The MRI modality previously had a per diem technologist and there is currently a vacancy in this position. The Employer is actively recruiting for this position at the time of the hearing. Per diem technologists in the MRI modality pick up shifts a few times a month, according to Practice Manager of Imaging Richards.

The Petitioner argues the employees working irregular schedules, as per diems, are averaging more than four hours per week, which meets the Board's standard eligibility formula. *Davidson-Paxson Co.*, 185 NLRB 21, 23-24 (1970). Therefore, the Petitioner argues that per diem employees are appropriately included in the proposed unit.

The Employer argues that per diems should be excluded on the basis that they do not satisfy the Board's community of interest test. In the Employer's brief, it notes that per diem employees have no guaranteed hours, follow a separate pay structure, have no employment benefits, and can maintain their per diem status by working less than an average of four hours per week.

In the instant case, the record clearly indicates that per diem technologists employed by the Employer share a community of interest with the other technologists in the petitioned for bargaining unit. They perform the same functions, overseeing the care of the same patients, share the same supervisors, have regular contact with other regularly scheduled petitioned-for employees, perform the same duties at the same locations, and work under the same rules.

Therefore, in determining the appropriate unit placement of employees who work less than full-time, the Board distinguishes "regular" part-time employees from truly "casual" or irregular part-time employees. Whether they are labeled as "per diem" or "on call" the Board tries to determine whether those employees work regularly enough to share a community of interest with the other employees in the proposed bargaining unit. In some representation cases, the parties themselves may agree on a formula, e.g., a number of hours of work per week required for unit inclusion. In other cases where the parties do not agree, the Board traditionally uses the *Davison-Paxon* formula as a default. Specifically, the Board has found that employees who average at least four (4) hours of work per week, and who perform the same work under the same supervision as other employees, share a sufficient community of interest with those employees for inclusion in the proposed bargaining unit with them. *Id.*, 185 NLRB at 23-24.

Here, the record indicates that per diem technologists as a group have indeed worked for the Employer on a "regular," ongoing basis. Based on supervisory testimony, per diem employees are required to work from two days a month to six shifts a quarter to maintain their employment. Applying the *Davidson-Paxson* formula, I conclude that the per diems' minimum work requirements constitutes sufficiently "regular" employment to warrant their inclusion in the proposed unit.

C. Bellevue Location

The Bellevue facility operates X-ray, dexascans, and mammography services. There are no known imaging department administrative staff that work out of this facility. However, the patient care coordinators and radiologic assistant film room employees do remotely support the imaging department located at Bellevue. There are two mammography technologists employed at Bellevue who perform imaging work in all three offered modalities.

The Employer argues that the Bellevue location should be excluded from the proposed unit and should constitute its own bargaining unit given the location is geographically and functionally

distinct. The Union's position is that the Bellevue location should be included as they share a concrete community of interest with the rest of the facilities in a mixed modality unit.

Below I apply the Board's single facility v. multifacility analysis to the Bellevue location as it relates to the rest of the petitioned-for facilities I have already determined share a community of interest. In determining whether a multi-facility unit is appropriate, the Board evaluates the following factors: similarity in employees' skills, duties and working conditions; centralized control of management and supervision; functional integration of business operations, including employee interchange; geographic proximity; bargaining history; and extent of union organization and employee choice. *Exemplar, Inc.* 363 NLRB 1500, 1501 (2016); *Stormont-Vail Healthcare*, 340 NLRB 1205 (2003). The Board also considers whether the petitioned-for unit corresponds to an administrative grouping or division of the employer. *Exemplar*, 363 NLRB at 1503. For the reasons set forth below, I find that it is appropriate to include Bellevue in the petitioned-for unit.

I. Central Control of Management and Supervision

In support of a multifacility determination, the Board has cited to the application of identical personnel and labor relations policies, particularly when determined at the employer's principal office. *Exemplar*, 363 NLRB 1500, 1503 (2016); *Budget Rent-Acar Systems*, 337 NLRB 884, 885 (2002). Similarly, administrative integration of the employer's operations under unified control and centralized control of labor relations are factors given significant weight in favor of a multifacility unit. *Universal Metal Products Corp.*, 128 NLRB 442, 444–445 (1960). Additionally, whether employees at different facilities share common supervision is a consideration where more than one facility is involved. *Exemplar*, 363 NLRB 1500; *Alamo Rent-A-Car*, 330 NLRB 897, 898 (2000). The Board also considers whether supervision retains significant local autonomy over daily personnel and operational decisions; local autonomy of operations militates toward a separate unit. *Bashas', Inc.*, 337 NLRB 710, 712 (2002); *Hilander Foods*, 348 NLRB 1200, 1202–1205 (2006).

In looking at the existence of centralized control over daily operations, all supervisory functions for the facilities in dispute are centralized. The employees at the Bellevue facility are part of the same administrative grouping under the imaging department as employees at the other facilities. The imaging department was not invented by the Petitioner, rather it is an administrative grouping implemented and controlled by the Employer.

By all accounts, the employees at Bellevue are subject to the same terms and conditions of employment. The mammography technologists work under the same job description and have the same chain of command. Like with the other thirteen facilities, all decisions roll up to Practice Manager of Imaging Richards and Senior Director for Ancillary Services Moya. All payroll, finance, and personnel functions for Bellevue employees are governed by the same individuals as with the other thirteen facilities. In fact, the supervisor, Megan Gilkey, for the two mammography employees at the Bellevue facility supervises all other mammography technologists in the imaging department. This means Gilkey supervises employees at Bellevue and other petitioned for clinics. The employees involved in this dispute enjoy no separate supervision from one another. This factor weighs towards finding a community of interest between the Bellevue location and the rest of the thirteen clinics.

2. Similarity of Employee Skills, Duties, and Working Conditions

The similarity or dissimilarity of work, qualifications, working conditions, wages and benefits among employees at the facilities the Employer contends should be in the unit has some bearing on determining the appropriateness of the single-facility unit. However, this factor is less important than whether individual facility management has autonomy and whether there is substantial interchange. *See, e.g., Dattco, Inc.*, 338 NLRB 49, 51 (2002) (“This level of interdependence and interchange is significant and, with the centralization of operations and uniformity of skills, functions and working conditions is sufficient to rebut the presumptive appropriateness of the single-facility unit.”)

The record evidence shows the employees at Bellevue have a unique skillset and function, which slightly differs from the rest of the petitioned for unit. The mammography technologists at Bellevue work under the same job description as the rest of the Employer’s mammography technologists. However, the record shows that given the needs of the prior medical practice managing Bellevue before being acquired by the Employer, these two mammography technologists, as legacy employees from the prior medical practice ownership, have been cross trained into dexascan, X-ray, and mammography. Employees are working under the mammography technologist’s position description as that is the highest level of work they are completing. While performing three modalities is exclusive to the Bellevue mammography technologists, they are not performing unique imaging or other work. Other facilities within the imaging department perform a combination of imaging including dexascan, x-ray, and mammography. While no other employees in the petitioned-for unit are crossed trained into three modalities, there is evidence of an occasional cross trained radiologic technologist at the other facilities performing dexascan. The skills and functions at Bellevue are thus similar to the rest of the petitioned for unit, merely expanded. This factor therefore weighs in favor of inclusion.

3. Functional Integration of Business Operations

Evidence of functional integration is also relevant to the issue of whether a single facility unit is appropriate. Functional integration refers to when employees at two or more facilities are closely integrated with one another functionally notwithstanding their physical separation. *Budget Rent A Car Systems*, 337 NLRB 884 (2002). This functional integration involves employees at the various facilities participating equally and fully at various stages in the employer’s operation, such that the employees constitute integral and indispensable parts of a single work process. *Id.* However, an important element of functional integration is that the employees from the various facilities have frequent contact with one another. *Id.* at 885.

Employees at Bellevue share a high level of functional integration with the rest of the imaging department. Employees at Bellevue, similar to all others, contribute to the Employer’s overall operation and business. These technologists are no different to those described above working out of different facilities. Furthermore, the Bellevue location is intertwined with the rest of the imaging department by lines of supervision and the Employer’s own administrative groupings. The factor of functional integration therefore weighs towards finding that the petitioned-for multi-facility unit is appropriate.

4. Degree of Interchange and Contact

The record does not establish that a significant portion of the workforce works between Bellevue and the rest of the petitioned-for facilities, which is necessary to establish employee interchange. *New Britain Transportation Co.*, 330 NLRB 397, 398 (1999). For example, the Board found that interchange was established and significant where during a 1-year period there were approximately 400 to 425 temporary employee interchanges among three terminals in a workforce of 87 and the temporary employees were directly supervised by the terminal manager from the terminal where the work was being performed. *Dayton Transport Corp.* 270 NLRB 1114 (1984). On the other hand, where the amount of interchange is unclear both as to scope and frequency because it is unclear how the total amount of interchange compares to the total amount of work performed, the burden of proof is not met, including where a party fails to support a claim of interchange with either documentation or specific testimony providing context. *Cargill, Inc.*, 336 NLRB 1114 (2001); *Courier Dispatch Group*, 311 NLRB 728, 731 (1993). Also important in considering interchange is whether the temporary employee transfers are voluntary or required, the number of permanent employee transfers, and whether the permanent employee transfers are voluntary. *New Britain Transportation Co.*, *supra*.

Here, the nature of the multimodality function with the Bellevue mammography technologists make it so other technologists cannot provide coverage at the Bellevue location as they have not been trained on mammography, X-ray, and dexascans. More specifically, while the mammography employees technically work under the same job description and grade as the other mammography technologists at the Employer, the individuals at Bellevue are the only employees required to perform regularly multi-modality work in X-ray, mammography, and dexascans. As such, no other mammography technologist across the network provides coverage for the Bellevue location. In fact, if there is an employee out of the office, the facility must work understaffed or cancel patients. The mammography technologists at Bellevue do not provide any coverage for other locations, unlike their counterparts at other clinics. Given no other employee within the system can substitute for the mammography technologists at Bellevue, there is no interchangeability among employees.

Furthermore, the two mammography employees are siloed and have very limited contact with the rest of the petitioned for unit. Similar to the other technologists at other facilities, the mammography technologists at Bellevue virtually interact and are supported by the patient care coordinators and radiologic assistant film room with scheduling and imaging cataloging. However, unlike the other facilities with multiple modalities or whose employees work at several clinics, the Bellevue employees do not share offices, supplies, breakrooms, and they do not physically interact with any other employees on a regular basis. There is little interaction between the Bellevue mammography technologists and the rest of the petitioned for unit.

This factor is weighed against finding the petitioned-for multifacility unit is appropriate.

5. Geographic Proximity

Geographically dispersed facilities may be found appropriate when other factors weigh in favor of the multifacility unit having its own distinct community of interest. See, for example, *Macy's West, Inc.*, 327 NLRB 1222, 1223 (1999) (finding multifacility unit covering three states appropriate

despite 579 miles between farthest facilities due to similar skills, duties, and working conditions, common supervision, monthly interchange, and the area conforming to an administrative division of the employer). Also see *Capital Coors Co.*, 309 NLRB 322, 325 (1992) (distance of 90 miles between facilities did not preclude finding a community of interest).

While the Bellevue location is approximately twenty-eight miles south of the Founders location; the closest facility, Mills Creek, is eighteen miles north of Bellevue. Further, I am not particularly compelled to agree that twenty-eight miles from Founders is distinctly further than the twenty-five miles Stanwood is from Founders. The Employer did not make the argument that Stanwood should be excluded from the petitioned for unit based on the geographic distance. As such, I find geographic distance a neutral factor.

6. Bargaining History

There is no evidence of past bargaining history involving any of the classifications at issue at any of the petitioned for facilities. The absence of bargaining history is a neutral factor in the analysis of whether a single unit facility is appropriate. Thus, the fact that there is no bargaining history in this matter does not support nor does it negate the appropriateness of the unit sought by Petitioner.

7. Extent of Union Organization and Employee Choice

The Petitioner has opted to organize all the imaging employees in the fourteen clinics, across modalities, including per diem employees. However, this factor cannot be given controlling weight. See *NLRB v. Metropolitan Life Insurance Co.*, 380 U.S. 438, 441–442 fn. 4 (1965). While this factor would support finding the unit including the Bellevue location appropriate, I do not rely on it because several other factors carry more significant weight.

8. Summary of Findings

I find that the Bellevue clinic is appropriately included in the petitioned-for unit based on the following factors: similarity in employee's skills, duties, and working conditions; centralized control of management and supervision; and functional integration of business operations including conformity of the unit with the Employer's own administrative grouping. It is not necessary for me to make any findings related to the Employer's proposed alternative units because I have found the Bellevue facility to be appropriately included in the petitioned-for unit.

IV. CONCLUSION

In determining that the unit sought by Petitioner is appropriate, I have carefully weighed the community-of-interest factors and conclude that the unit sought by Petitioner is appropriate because the record reveals that all employees of the diagnostic imaging department share a community of interest between modalities and across facilities as discussed above.

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.⁴
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 a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

Included: All full-time, regular part-time, and per diem diagnostic imaging employees including Patient Care Coordinators, Ancillary Patient Care Coordinator, Dexascan Technician, Dexascan Technician Lead, CT Technologist, CT Technologist Lead, MRI Technologist, MRI Technologist Lead, Mammography Technologist, Mammography Technologist Lead, Mammography Tracking Specialist, Mammography Tracking Specialist Lead, Nuclear Medicine Technologist, Nuclear Medicine Technologist Lead, Radiologic Technician, Radiologic Technologist, Radiologic Technologist Aide, Radiology Assistant, Radiology Assistant Film Room, Ultrasound Technologist, and Ultrasound Technologist Lead employed by the Employer working at or out of the facilities located at: 4011 172nd St NE, Arlington, WA 98223; 1200 112th Ave NE, Suite C160, Bellevue, WA 98004; 21401 72nd Ave W, Edmonds, WA 98026; 3901 Hoyt Ave, Everett, WA 98201; 3927 Rucker Ave, Everett, WA 98201; 1818 121st St SE, Everett, WA 98208; 4420 76th St NE, Marysville, WA 98270; 2901 174th St NE, Marysville, WA 98271; 8923 Soper Hill Rd, Marysville, WA 98270; 4410 106th St SW, Mukilteo, WA 98275; 1201 N 175th St, Shoreline, WA 98133; 401 2nd St, Snohomish, WA 98290; 7205 265th St NW, Stanwood, WA 98292; and 15418 Main St #200, Mill Creek, WA 98012.

Excluded: All other employees, PAC RIS Specialists, managers, confidential employees, and guards and supervisors as defined by the Act.

V. DIRECTION OF ELECTION

The National Labor Relations Board will conduct a secret ballot election among the employees in the unit found appropriate above. Employees will vote whether or not they wish to be represented for purposes of collective bargaining by United Food and Commercial Workers Local 3000.

⁴ Optum Washington Network, LLC, a limited liability corporation with offices and places of business in Arlington, Bellevue, Edmonds, Everett, Mukilteo, Marysville, Mill Creek, Shoreline, Snohomish, and Stanwood, Washington, is engaged in the clinical practice of medicine. During the past twelve months, Optum Washington Network, LLC, derived gross revenues in excess of \$1,000,000. During the same period of time, in the course and conduct of its business operations described above, purchased and received goods valued in excess of \$50,000 directly from points located outside the State of Washington.

A. Method of Election

The Employer and Union request a manual election to take place but were unable to agree on the election details at the Hearing. The Employer requests to have long polling sessions at each of the fourteen locations at varied times Monday through Friday to accommodate all voters. The Union requests that polling sessions occur at Smokey Point, Gunderson, Edmonds, and Founders, but provided no preference on polling times. On the record, both parties acknowledge the employees work varied shifts and that there is a large geographical spread which makes scheduling a manual election difficult.

Congress has entrusted the Board with a wide degree of discretion in establishing the procedure and safeguards necessary to ensure the fair and free choice of bargaining representatives, and the Board in turn has delegated the discretion to determine the arrangements for an election to Regional Directors. *San Diego Gas and Elec.*, 325 NLRB 1143, 1144 (1998) (citing *Halliburton Services*, 265 NLRB 1154 (1982)). These arrangements include the mechanics of an election, such as the date and method of voting. *San Diego Gas & Electric*, supra at 1144; *Nouveau Elevator Industries*, 326 NLRB 470, 471 (1998).

The Board has a long-standing preference for in-person (manual) elections. “Manual elections permit in-person supervision of the election, promote employee participation, and serve as a tangible expression of the statutory right of employees to select representatives of their own choosing for the purpose of collective bargaining, or to refrain from doing so.” *Aspirus Keweenaw*, 370 NLRB No. 45, slip op. at 1 (Nov. 9, 2020). The Board has also recognized, however, that there are instances where circumstances tend to make it difficult for eligible employees to vote in a manual election. *Id.*, slip op. at 2 (internal citations omitted). The Board has addressed a few of these situations, including where voters are “scattered” over a wide geographic area, “scattered” in time due to employee schedules, where there is a strike, or where there are other extraordinary circumstances. *San Diego Gas*, supra at 1145. In these situations, a Regional Director may reasonably conclude that a mail ballot election will enfranchise the most employees.

In *San Diego Gas & Electric*, the Board stated that mail ballot elections may be appropriate in cases where, *inter alia*, eligible voters are “scattered” in the sense that their work schedules vary significantly, so that they are not present at a common location at common times. *Id.* Additionally, a Regional Director might reasonably conclude that the opportunity to participate in the election would be maximized by utilizing mail or mixed manual-mail ballots where “a significant number of eligible voters are not scheduled to be at the election site at the times proposed for manual balloting-for such reasons as that they work part-time or on an on-call basis.” *Id.* In such cases, the Regional Director should also consider the positions of the parties, the ability of the unit employees to read and understand a mail ballot, the availability of addresses for employees, and finally, the most efficient use of Board resources. *San Diego Gas*, supra at 1145; See also, *GPS Terminal Services*, 326 NLRB 839, 839 (where the Board found that the Regional Director properly considered whether a manual ballot would be an efficient use of Board resources).

After careful consideration of the parties’ positions and the facts on the record, I conclude that a mail ballot election is appropriate and will enfranchise the greatest number of eligible voters, as well as being the most efficient use of Board resources. Under *San Diego Gas & Electric*, supra at 1145, a determinative factor in deciding whether a mail-ballot is more appropriate than a manual

election is whether the eligible employees will be at a common location at the same time. In deciding a mail ballot should be held, I find that the eligible voters are “scattered” in the sense that they work at fourteen clinic locations across ten cities. Employees work varied shifts that start and end at wide-ranging times depending on location, modality, and classification. The available information also shows that some employees work at multiple locations in a scheduled week and others only work weekends. If the Region were to hold an election at a select number of facilities, a significant number of employees would be required to drive to a polling location either before, after, or during their shift. Permitting employees to vote by mail ballot would guarantee eligible voters are not required to travel to locations they do not work at on their personal time or disrupt the Employer’s operations by travelling during their shift to vote.

Holding an election at fourteen locations over numerous days would require significant use of Board resources. Allowing the eligible voters to vote by mail ballot is a far more efficient use of Board resources, as it would reduce the number of Board Agents required to run this election.

Finally, there is no evidence that any employee that is eligible to vote would have issues reading and understanding a mail ballot, nor that their addresses are unavailable.

Accordingly, I have determined that a mail ballot election will be held.

B. Election Details

The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National Labor Relations Board, Region 19, on **Tuesday, September 22, 2026**, at 4:45 p.m. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by **Tuesday, September 29, 2026**, as well as those employees who require a duplicate ballot, should communicate immediately with the National Labor Relations Board by either calling the Region 19 Office at 206-220-6300 or our national toll-free line at 1-844-762-6572.

Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 19 office by **1:00 p.m. on Tuesday, October 13, 2026**. The mail ballots will be counted at the Region 19 office located at 915 2nd Ave. Ste 2948, Seattle, WA 98174 at 1:00 p.m. on **Tuesday, October 13, 2026** by videoconference.

C. Voting Eligibility

Eligible to vote are those in the unit who were employed during the payroll period ending **Saturday, August 22, 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 unit 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. In a mail ballot election, employees are eligible to vote if they are in the unit on both the payroll period ending date and on the date they mail in their ballots to the Board’s designated office.

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.

D. Voter List

As required by Section 102.67(l) of the Board's Rules and Regulations, the Employer must provide the Regional Director and parties named in this decision a list of the full names (that employees use at work), work locations, 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 list must be *received* by the regional director and the parties by **September 8, 2026**. The list must be accompanied by a certificate of service showing service on all parties. **The region will no longer serve the voter list.**

Unless the Employer certifies that it does not possess the capacity to produce the list in the required form, the list 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 the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. Because the list will be used during the election, the font size of the list 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.

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

No party shall use the voter list for purposes other than the representation proceeding, Board proceedings arising from it, and related matters.

E. Posting of Notices of Election

Pursuant to Section 102.67(k) of the Board's Rules, the Employer must post copies of the Notice of Election accompanying this Decision in conspicuous places, including all places where notices to employees in the unit found appropriate are customarily posted. The Notice 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 unit found appropriate, the Employer must also distribute the Notice of Election electronically to those employees. The Employer must post copies of the Notice at least 3 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 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.nlr.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: September 3, 2026



Ronald K. Hooks, Regional Director
National Labor Relations Board, Region 19
915 2nd Ave., Ste. 2948
Seattle, WA 98174-1006



United States of America
National Labor Relations Board
NOTICE OF ELECTION



19-RC-388583

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. In a mail ballot election, employees are eligible if they are in the VOTING UNIT during both the designated payroll period and on the date they mail in their ballots. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election, or, in a mail ballot election, before the date they mail in their ballots, are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 4:45 p.m. on Tuesday, September 22, 2026, ballots will be mailed to voters from the National Labor Relations Board, Region 19, 915 2nd Ave Ste 2948, Seattle, WA 98174-1006. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Tuesday, September 29, 2026, as well as those employees who require a duplicate ballot, should communicate immediately with the National Labor Relations Board by either calling the Region 19 Office at (206)220-6300 or our national toll-free line at 1-844-762-NLRB (1-844-762-6572).

All ballots will be commingled and counted by a designated Board Agent of the National Labor Relations Board at 1:00 p.m. Tuesday, October 13, 2026 by videoconference. In order to be valid and counted, the returned ballots must be received in the Region 19 Office prior to the counting of the ballots.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government and does not endorse any choice in the election.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



VOTING UNIT

EMPLOYEES ELIGIBLE TO VOTE:

Those eligible to vote are: All full-time, regular part-time, and per diem diagnostic imaging employees including Patient Care Coordinators, Ancillary Patient Care Coordinator, Dexascan Technician, Dexascan Technician Lead, CT Technologist, CT Technologist Lead, MRI Technologist, MRI Technologist Lead, Mammography Technologist, Mammography Technologist Lead, Mammography Tracking Specialist, Mammography Tracking Specialist Lead, Nuclear Medicine Technologist, Nuclear Medicine Technologist Lead, Radiologic Technician, Radiologic Technologist, Radiologic Technologist Aide, Radiology Assistant, Radiology Assistant Film Room, Ultrasound Technologist, and Ultrasound Technologist Lead employed by the Employer working at or out of the facilities located at: 4011 172nd St NE, Arlington, WA 98223; 1200 112th Ave NE, Suite C160, Bellevue, WA 98004; 21401 72nd Ave W, Edmonds, WA 98026; 3901 Hoyt Ave, Everett, WA 98201; 3927 Rucker Ave, Everett, WA 98201; 1818 121st St SE, Everett, WA 98208; 4420 76th St NE, Marysville, WA 98270; 2901 174th St NE, Marysville, WA 98271; 8923 Soper Hill Rd, Marysville, WA 98270; 4410 106th St SW, Mukilteo, WA 98275; 1201 N 175th St, Shoreline, WA 98133; 401 2nd St, Snohomish, WA 98290; 7205 265th St NW, Stanwood, WA 98292; and 15418 Main St #200, Mill Creek, WA 98012 who were employed during the payroll period ending August 22, 2026.

EMPLOYEES NOT ELIGIBLE TO VOTE:

Those not eligible to vote are: All other employees, PAC RIS Specialists, managers, confidential employees, and guards and supervisors as defined by the Act.

Also eligible to vote are all employees in the unit 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.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



UNITED STATES OF AMERICA
National Labor Relations Board
19-RC-388583



OFFICIAL SECRET BALLOT

For certain employees of
OPTUM CARE WASHINGTON, PLLC

Do you wish to be represented for purposes of collective bargaining by
UNITED FOOD AND COMMERCIAL WORKERS LOCAL 3000?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

☐

SAMPLE

NO

☐

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.

If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government and does not endorse any choice in the election.



United States of America National Labor Relations Board **NOTICE OF ELECTION**



RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election. If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law

Anyone with a question about the election may contact the NLRB Office at (206)220-6300 or visit the NLRB website www.nlr.gov for assistance.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.