

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

PENNSYLVANIA AMERICAN WATER
COMPANY

Employer

and

Case 06-RC-382228

PENNSYLVANIA AMERICAN WATER
INDEPENDENT UNION

Petitioner

and

UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION, AFL-
CIO, CLC

Intervenor

ORDER

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

JAMES R. MURPHY,

CHAIRMAN

DAVID M. PROUTY,

MEMBER

SCOTT A. MAYER,

MEMBER

¹ In denying review, we agree with the Regional Director that the Petitioner has proven sufficient employee participation to establish that the Petitioner is a labor organization under Sec. 2(5) of the Act. First, an employee contacted the Petitioner's officers to solicit outside assistance in forming a new local union. See *Yale New Haven Hospital*, 309 NLRB 363, 363–364 (1992). Second, the Petitioner solicited authorization cards from employees and submitted a showing of interest. See *AutoZone, Inc.*, 315 NLRB 115, 116 (1994), enfd. mem. per curiam 83 F.3d 422 (6th Cir. 1996), cert. denied 519 U.S. 948 (1996); *Electrical Construction & Maintenance*, 307 NLRB 1247, 1247 fn. 1 (1992). Finally, the Petitioner's constitution and bylaws provide that the Petitioner's membership will be composed of the Employer's employees, who will be able to elect officers and vote on strike actions. See *Coinmach Laundry Corp.*, 337 NLRB 1286, 1286–1287 (2002); *Butler Mfg. Co.*, 167 NLRB 308, 308 (1967).

Dated, Washington, D.C., September 23, 2026.