

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 18-SUBREGION 30**

ANODYNE COFFEE, LLC

Employer

and

**MILWAUKEE AREA SERVICE AND
HOSPITALITY WORKERS UNION**

Petitioner

Case 18-UC-373464

DECISION AND ORDER CLARIFYING UNIT

This petition, duly filed under Section 9(b) of the National Labor Relations Act, as amended, has been carefully investigated and considered. Pursuant to the provisions of Section 3(b) of the Act, the National Labor Relations Board has delegated its authority in the proceeding to the undersigned Regional Director.

On September 16, 2025, a Decision on Objections and Certification of Representative issued in Case 18-RC-364279 certifying Milwaukee Area Service and Hospitality Workers Union (Petitioner) as the exclusive collective-bargaining representative of the following unit of employees of Anodyne Coffee, LLC (Employer):¹

Included: All full-time and regular part-time baristas, barista coffee/tea leads, barista shift supervisors, event staff employees, factory production employees, shipping and delivery employees, and warehouse leads employed by the Employer at its locations currently located at 224 W Bruce Street, Milwaukee, 2920 S Kinnickinnic Avenue, Milwaukee, 400 N Water Street, Milwaukee, and 7471 Harwood Avenue, Wauwatosa, Wisconsin.

Excluded: all other employees, office clerical employees, sales employees, managerial employees, and guards, and supervisors as defined by the Act.

However, market education leads and assistant general managers, also referred to as café assistant managers, and/or assistant manager/MITs (managers in training) were neither included in nor excluded from the bargaining unit covered by this certification, inasmuch as the parties did not agree on the inclusion or exclusion of these classifications, but agreed to vote them subject to challenge and resolution of their inclusion or exclusion was unnecessary because their ballots were not determinative of the election results.

¹ On June 18, 2026, the National Labor Relations Board denied the Employer's Request for Review of the Regional Director's Decision and Certification of Representative.

On September 17, 2025, the Petitioner filed the instant unit clarification petition (UC Petition) seeking to clarify the certified unit described above by including the market education lead and assistant general manager classifications.

Thereafter, the parties entered into the attached Joint Stipulation Clarifying the Bargaining Unit, in which they agreed that the classifications of market education lead and assistant general manager are included in the bargaining unit.² As part of this stipulation, the parties further requested the Regional Director clarify the unit on the basis of this stipulation without a hearing.³

CONCLUSION AND ORDER

Accordingly, **IT IS HEREBY ORDERED** that the certified bargaining unit is clarified to include market education leads and assistant general managers as follows:

Included: All full-time and regular part-time baristas, barista coffee/tea leads, barista shift supervisors, event staff employees, factory production employees, shipping and delivery employees, warehouse leads, market education leads, and assistant general managers employed by the Employer at its locations currently located at 224 W Bruce Street, Milwaukee, 2920 S Kinnickinnic Avenue, Milwaukee, 400 N Water Street, Milwaukee, and 7471 Harwood Avenue, Wauwatosa, Wisconsin.

Excluded: all other employees, office clerical employees, sales employees, managerial employees, and guards, and supervisors as defined by the Act.

Dated: October 9, 2026

/s/ Jennifer A. Hadsall

Jennifer A. Hadsall
Regional Director
National Labor Relations Board
Region 18
Paul D. Wellstone Federal Building
212 Third Avenue South, Suite 200
Minneapolis, Mn 55401-2657

² The parties waived any right to a hearing and waived their right to request review of any decision clarifying the unit in accordance with their stipulation.

³ On September 29, 2026, the Petitioner filed a Motion to Clarify the Unit Without a Hearing. In light of the parties' subsequent stipulation, the Petitioner's Motion is moot.