UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 01

YARDE METALS, INC.

Employer

and

INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 671

Petitioner

Cases 01-RC-377065
01-RC-377102

DECISION AND DIRECTION OF ELECTIONS

Yarde Metals, Inc. (the Employer) inventories and processes metal products including aluminum, copper, brass, stainless steel, and carbon steel. International Brotherhood of Teamsters, Local 671 (the Petitioner or the Union) has filed two petitions. In 01-RC-377065, the Petitioner seeks to represent a bargaining unit comprised of approximately 30 drivers. In 01-RC-377102, the Petitioner seeks to represent a bargaining unit comprised of 13 maintenance employees.

The Employer takes the position that the two separate units are fractured because drivers and maintenance employees share an overwhelming community of interest with 150 warehouse workers. Accordingly, the Employer submits that the only appropriate unit would be a wall-to-wall unit including all non-supervisory employees.[1]

On December 22, 2025, the Acting Regional Director issued an Order consolidating these cases for the purpose of hearing. A hearing officer of the Board held a hearing in these cases on January 5 and January 6, 2026. The parties subsequently filed briefs with me. As explained below, based on the record and relevant Board law, I find that the Employer has failed to meet its burden of establishing an overwhelming community of interest between the warehouse employees and the petitioned-for employees. Accordingly, I shall direct elections in the petitioned-for units.

FACTS

The Employer's Structure and Business

The Employer is a raw materials value-added service center. It purchases products such as aluminum, copper, brass, stainless, and carbon steel in raw material form. It then modifies the raw

[1] In its brief, the Employer submits that a standalone unit of drivers must include third shift loaders and first shift loaders while a standalone maintenance unit must include warehouse associates. The Employer did not raise this argument in its Statement of Position or during the hearing. However, as discussed below, I do not find that the community of interest between these groups of employees is so overwhelming that additional employees must be included in the petitioned-for units.

material for its customers in industries including aerospace, defense, construction, automotive, medical, and marine. The Employer's customers are located throughout the United States and overseas.

Sales staff input customer orders into a system called MetalTrack. In the warehouse, material handlers pull orders which do not need further processing, often using forklifts or side loaders. Production planners select source materials and bring them to the floor when an order must be processed. Cutting and other processing is handled by warehouse employees. Loaders then place the materials on trucks for delivery. Trucks pull all the way into the building; there are no loading docks.

The Employer's Southington, Connecticut facility is the only facility at issue here. The Southington facility includes two buildings. In addition to the Employer's corporate offices, the building located at 45 Newell Street houses approximately 450,000 square feet of warehouse space, in which the Employer primarily stores bar and plate products. A smaller building known as 189 is primarily used to store oil and sheet products; it is a few hundred yards from the main building on a separate parcel of land across the Quinnipiac River. Job classification has no bearing on whether employees work in one building versus the other.

Director of Operations Brendan Hayes oversees five departments: fleet, daily operations, maintenance, warehouse, and MRO.[2] Together, the five departments employ approximately 230 individuals, of whom 160 to 170 work in warehouse/production roles.

Hayes has six direct reports: Senior Equipment Technician Francisco Mendez; Shipping Coordinator Anna Mendez; Fleet Manager David Pascale; Operations Manager Shane Betancourt; Facilities Supervisor Gerald Beaudet; and Office Manager Rachel Tourville.

The petitioned-for drivers in the fleet department report to Fleet Manager Pascale; the petitioned-for maintenance employees report to Facilities Supervisor Beaudet; and the warehouse/production employees report to Operations Manager Betancourt.

The Petitioned-For Drivers

The petitioned-for drivers comprise the entirety of the fleet department except for approximately seven third shift loaders. As is discussed in more detail below, first shift loaders are part of the facilities/warehouse department. Drivers report directly to Fleet Manager Pascale, while the third shift loaders report to a loading supervisor, who in turn reports to Pascale.

The Employer employs three types of drivers who are distinguished by type of delivery. Local delivery drivers deliver finished goods directly to customers. Shuttle drivers and mileage drivers bring material from the Connecticut Yarde Metals location to other Yarde Metals locations elsewhere in the country, the difference between the two being that mileage drivers deliver to Yarde Metals facilities located more than 10 hours away from the Employer's Southington facility.

[2] The MRO department, which is not at issue here, is responsible for all non-material purchases (such as office supplies) and oversees site contracts including snow removal and landscaping.

Local delivery drivers work on first shift beginning between 2:00 a.m. and 6:30 a.m. After punching in, they review their deliveries and put them in order based on the route they would like to take, contingent on factors such as traffic and customer operating times. They perform a pre-trip inspection. During pre-trip inspections, drivers test the trucks' brakes and tires and make certain the loads are secure. They then make their deliveries.

Shuttle drivers work third shift hours beginning at 11:00 p.m. After punching in, they review paperwork and their destination, which is a different Yarde Metals facility. Like local delivery drivers, they perform a pre-trip inspection and then drive to their destinations.

Mileage drivers are a subset of shuttle drivers who deliver goods to locations more than 10 hours away from the Employer's Southington facility. They generally report to work between 10:00 a.m. and 11:00 a.m., but start times begin Sunday afternoon and continue throughout the week until Thursday. Mileage drivers may work on any day of the week but usually make two or three trips per week resulting in four or five days of work. Upon arrival, they meet with the fleet manager or another administrator; review their trucks; and conduct a pre-trip inspection before making their deliveries.

Loader/drivers are trained as both loaders and drivers. When a shuttle driver is absent, or there is otherwise a need for an additional driver, a loader/driver both loads the truck and drives the route. A loader/driver's driving responsibilities are the same as other shuttle drivers' driving responsibilities, but the loader/driver must also perform loading tasks such as moving materials using forklifts and side loaders. Loader/drivers report to the loading supervisor, who reports to Fleet Manager Pascale. The Employer currently employs one loader/driver.[3]

Upon return, all drivers make a post-trip inspection similar to the pre-trip inspection. They refuel their trucks at the Employer's on-site fuel island. Drivers do not load their own trucks but may move a product that weighs less than 70 pounds to or from the back of a truck.

All drivers must have a commercial driver's license (CDL). Local delivery drivers operate straight trucks which require a Class B CDL, although some local delivery drivers have Class A CDLs. Shuttle drivers (including the loader/driver) have Class A CDLs and operate day cabs that have either pull-open trailers or enclosed trailers. Mileage drivers operate sleeper cabs when delivering to the Employer's locations in, for example, Ohio or Virginia. In addition to licensure, to qualify for employment, mileage and shuttle driver candidates are required to have six months of experience operating a tractor trailer, while loader/driver candidates must have between one and six months of experience. Local delivery driver candidates are required to have between one and six months of experience operating a commercial vehicle. All drivers must possess clean motor vehicle records.

All trucks are equipped with electronic logging devices. Drivers are required to sign into these devices and enter any pre-trip or post-trip notes. Tools, such as pry bars, are assigned to drivers and trucks based on package size. Unlike warehouse employees, drivers are not required to be forklift-certified, with the exception of loader/drivers.

[3] Because loader/drivers are drivers, the Petitioner seeks to include them in the drivers' unit.

If a driver, upon reviewing a truck, becomes concerned that the load was not properly secured, the driver reports that issue to a manager. Shippers, who are warehouse employees, sometimes interact with drivers when a load needs to be rearranged. Otherwise, drivers generally do not interact with warehouse employees, including loaders; driver Paul Marasco estimated that he spends a total of ten minutes in the warehouse each day. When drivers find problems with their trucks during pre-trip or post-trip inspections, they make a report through their electronic logging devices. Maintenance employees then access the report and make the needed repairs. In some cases, the driver speaks directly to the maintenance employee to explain or demonstrate the problem. Drivers and maintenance employees do not otherwise interact.

The Petitioned-For Maintenance Employees

The maintenance department, under Facilities Supervisor Gerald Beaudet, consists of equipment technicians, welder fabricators, facilities maintenance employees, and one custodian. There are thirteen employees in the department, all of whom are covered by the petition.

The maintenance department oversees the equipment used in the warehouse and makes certain that it is operating effectively. The maintenance team also works with the fleet department to maintain truck beds and ensures that the facility, including the parking lot, is clean and safe. Maintenance employees review malfunctioning equipment with the warehouse employees who operate that equipment and work alongside warehouse employees much of the time. Maintenance employees do, however, have designated areas in both buildings where they work and maintain tools.

Maintenance employees perform preventive maintenance on equipment such as forklifts, side loaders, saws, and cranes. They fix broken machines and clean equipment including mirrors and cameras. They use various handheld tools, power tools, no-touch tools, and welders. Some maintenance employees use their own tools in keeping with the Employer's former practice; more recent hires use tools the Employer provides, and the Employer replaces tools as they wear out. The Employer prefers, but does not require, that maintenance employees have forklift experience.

Maintenance employees begin work between 5:00 a.m. and 7:00 a.m. When their shifts begin, they receive work assignments from Facilities Supervisor Beaudet.[4]

Additional Employees

The approximately 160 warehouse employees who work under Operations Manager Shane Betancourt[5] have a variety of job titles including material handler, bar puller, water jet operator, vertical band saw operator, shear operator, plate saw operator, bar saw operator, cut to length

[4] Fleet related repair requests are filed through the electronic logging devices on trucks. Equipment-related repair requests come through a work order form filled out by an operator.

[5] Multiple supervisors across three shifts report to Betancourt, and employees generally report directly to one or more supervisors and indirectly to Betancourt.

operator, laser operator, plasma operator, Gauer operator, machinist, inventory control, receiver, loader, shipper, wrapper, and utility worker. They are responsible for pulling orders from inventory locations, often using forklifts and side loaders; cutting materials; and packaging materials. Loaders place the orders on trucks. Like other warehouse employees, loaders must be able to use forklifts and side loaders.

First shift loaders are part of the operations/warehouse department,[6] while, as noted above, third shift loaders are part of the fleet department. First shift loaders load and unload common carrier trucks, box trucks, packing supplies, customer pickups, and other types of freight. Third shift loaders exclusively load Yarde Metals trucks.[7] Like drivers, they are trained on cargo securement of trucks. Employees classified as "loader 2" move trucks in and out of the building but do not leave the Employer's premises.[8] Third shift loaders interact with warehouse employees when they discover products out of place. According to Director Hayes, this occurs on a nightly basis.

Conditions of Employment Common to All Employees

All employees park in the same parking lots and swipe their badges to enter the buildings.[9] The Employer prefers that all employees enter through the front of the main building and the warehouse, but theoretically all employees can enter or exit through any door. All employees, except mileage drivers, use the same system to clock in at kiosks located throughout the facility. All employees use the same locker rooms, break rooms, and restrooms. All employees use the same cafeteria; they can text their orders ahead of time and the Employer's chef will prepare the food and leave it in a refrigerator or cooler. All employees can use the on-site gym and enjoy free coffee.

All employees are required to wear uniforms. The Employer has an online store through which employees must purchase uniforms. The Employer provides each employee with $150 per year to spend on crewneck sweatshirts, long-sleeved shirts, short-sleeved shirts, and jackets. Employees also receive a separate $150 allowance to spend on steel-toed boots. Uniform requirements are the same for all employees although protective equipment varies somewhat depending on job duties. Anyone working on an elevated surface must wear a climber's helmet; maintenance employees wear specialized gloves.

---

[6] First shift loaders are also referred to as "Zone 70" warehouse employees.

[7] Utility workers load Yarde Metals trucks during the first shift and are classified as warehouse employees although their job duties are identical to those of the third shift loaders.

[8] That is, they act as yard jockeys.

[9] Some badges allow for wider access than others; for example, maintenance employees can access most or all of the Employer's facility including IT areas, while warehouse and fleet employees can only enter the main facility and the warehouse itself.

Job applicants' resumes are gathered through a site called Paycor. Resumes are reviewed by a representative of human resources, the appropriate supervisor and/or manager, and Director Hayes. Human Resources screens all candidates regardless of department. Director Hayes interviews all candidates alongside the appropriate departmental manager. Potential hires must pass a background check, a drug screen, and a physical regardless of job title.

All new employees undergo the same orientation, which includes an introduction to benefits and general safety training. After two or three days of onboarding, employees begin working in their assigned departments.

In addition to orientation, employees receive specialized job specific training. There is a training checklist for each position regardless of department. Director Hayes signs off on the format of the checklist itself; department managers or supervisors sign off on an individual employee's checklist.

New drivers spend one to two weeks learning through ride-alongs before driving with the trainer alongside and finally working independently. Drivers must take defensive driver training and comply with Department of Transportation (DOT) regulations, including regulations governing their physical examinations and drug tests.

New loaders are likewise assigned a trainer with whom they work in tandem for several weeks as they learn how to load properly and how to complete paperwork. New maintenance employees receive on-the-job training which varies widely depending on position and experience.[10]

All employees attend the same annual safety training and complete the same annual certifications, such as anti-harassment training. The employee handbook, including a disciplinary policy, applies to all employees. However, drivers alone are subject to a separate safety violation policy designed to eliminate preventable accidents while promoting safe driving habits and practices. It includes a list of common violations including distracted driving, incomplete stops, and speeding.

All employees are paid weekly and are eligible for-profit sharing. All employees are eligible for the same benefits including medical insurance, disability insurance, dental insurance, vision insurance, and 401(k) participation. They all accrue time off at the same rate.

Each employee's supervisor completes performance evaluations for that employee; the evaluation is then reviewed by the manager to whom the supervisor reports.

Most positions are assigned a pay grade and pay range based on factors including responsibility, complexity, and physical requirements. Wage rates are higher for second or third shift employees and increase with tenure so that a senior employee at a lower grade receives a higher wage rate than a junior employee at a higher grade. Most drivers are grade 3 or grade 4, although mileage drivers are paid a mileage rate with a food allowance and per-stop pay. Most

[10] Maintenance employees sometimes travel to receive specialized training related to the maintenance of a particular machine.

equipment technicians are grade 3. The majority of warehouse employees range from grade 3 to grade 5. Loader/drivers are grade 3, while loaders may be grade 4 or grade 5.

Employees who seek an internal transfer fill out applications which are uploaded to Paycor. Director Hayes and his team review these applications alongside external applications. Director Hayes testified that employees have been moved directly from the warehouse or maintenance department to a driving position based on tenure and good standing; one current driver is a former warehouse employee who progressed to a driving position after the Employer facilitated his CDL licensing. The majority of current maintenance employees began their careers with the Employer as warehouse employees. Director Hayes testified that maintenance employees perform warehouse work on a weekly to monthly basis; however, equipment technician Michael Bergon testified that he has not performed warehouse work for approximately four years, although he did so regularly during the Covid-19 pandemic. Warehouse employees and drivers cannot perform maintenance work. One maintenance employee works as a delivery driver on an as-needed basis. On snow days, drivers have the option of working in the warehouse or going home. Employees who perform work outside of their usual position receive the higher of the two pay rates associated with the usual position and the temporary position.

DISCUSSION AND ANALYSIS

In *American Steel Construction, Inc*., 372 NLRB No. 23 (2022), the Board overruled *PCC Structurals, Inc*., 365 NLRB No. 160 (2017) and reinstated *Specialty Healthcare & Rehabilitation Center of Mobile*, 357 NLRB 934 (2011). The Board applied its decision in *American Steel Construction* retroactively to all pending cases and held that:

> [T]he Board will once again approve a petitioned-for "subdivision" of employee classifications if the petitioned-for unit: (1) shares an internal community of interest; (2) is readily identifiable as a group based on job classifications, departments, functions, work locations, skills, or similar factors; and (3) is sufficiently distinct. Of course, the Board need not address each element in every case: if a particular element is not disputed, it need not be adjudicated. But if a party contends that the petitioned-for unit is not sufficiently distinct—i.e., that the smallest appropriate unit contains additional employees—then the Board will apply its traditional community-of-interest factors to determine whether there is an "overwhelming community of interest" between the petitioned-for and excluded employees, such that there is no rational basis for the exclusion. If there are only minimal differences, from the perspective of collective-bargaining, between the petitioned-for employees and a particular classification, then an overwhelming community of interest exists, and that classification must be included in the unit. As the Board noted in *Specialty Healthcare*, this test does not disturb or displace any preexisting rules or presumptions applicable to specific industries or occupations.

In assessing the appropriateness of any proposed unit, the Board considers such community of interest factors as employee skills and functions, degree of functional integration, interchangeability and contact among employees, and whether the employees have common supervision, work sites, and other working terms and conditions. *American Steel*, supra; *United Operations, Inc*., 338 NLRB 123 (2002).

Here, the Petitioner seeks to represent one bargaining unit comprised of approximately 30 drivers and a second bargaining unit comprised of 13 maintenance employees. The Employer takes the position that drivers and maintenance employees share an overwhelming community of interest with warehouse workers, and that the smallest appropriate unit would be a wall-to-wall unit including all non-supervisory employees.

Petitioned-for Units have Internal Communities of Interest and are Readily Identifiable

In *American Steel*, the Board reiterated that a proposed unit must be "readily identifiable" based on job classifications, departments, functions, work locations, skills, or similar factors. The petitioned-for subdivision of employees must not represent a "clearly arbitrary" unit composed of random classifications and with no coherent organizing principle, *American Steel*, supra; *Johnson Controls, Inc*., 322 NLRB 669, 672 (1996).

Here, the proposed units are readily identifiable. One unit consists of all drivers; the other unit consists of all maintenance employees. Each unit is organized into a separate department with separate supervision. The job classifications in each unit share similar skills and perform similar functions. Drivers drive and maintenance employees maintain the physical facility and equipment. No party argues, and no evidence suggests, that the employees in either proposed unit do not share an internal community of interest.

The Petitioned-for Unit is Sufficiently Distinct

Where, as here, a party contends that the smallest appropriate unit contains additional employees, the Board applies its traditional community of interest factors. *American Steel*, supra. The party contesting the petitioned-for unit bears the burden of proving that there is an "overwhelming community of interest" between the petitioned-for and excluded employees in order to add the excluded employees to the petitioned-for unit. As the *American Steel* Board explained, the well-established community of interest test considers whether the employees 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. When applying this element, the presence of some overlapping interests between the petitioned-for and excluded employees does not invalidate the petitioned-for unit, even if those overlapping interests indicate that a larger unit would also be appropriate for collective bargaining.

- Organizational Structure

The petitioned-for maintenance employees comprise the entirety of the maintenance department. This factor weighs in favor of the petitioned-for unit which excludes employees organized in the fleet and warehouse departments.

The petitioned-for drivers comprise most, but not all, of the fleet department. Approximately seven loaders are also organized in the fleet department and perform the same work as the petitioned-for driver/loader who both drives and loads. However, the warehouse department includes other employees classified as loaders and utility workers who perform the same work as the fleet department loaders. This factor does not weigh in favor of including the maintenance and warehouse departments but does weigh in favor of including the fleet department loaders. In certain circumstances, however, the Board will approve a unit that excludes other employees in the same administrative grouping. See *Home Depot USA, Inc.,* 331 NLRB 1289, 1289 and 1291 (2000) (finding that petitioned-for group of drivers and dispatchers who drive were appropriately grouped for purposes of collective bargaining, despite excluding other employees within the same department).

- Distinct skills and training

All employees undergo the same orientation and annual safety training. Drivers and loaders also undergo the same load management training. However, drivers undergo unique training involving ride-alongs and paperwork specific to drivers. Unlike other employees, to qualify for employment, drivers and driver/loaders must possess a commercial driver's license, have between one and six months of experience operating a commercial vehicle or tractor trailer, have a clean motor vehicle record, and pass a physical examination administered by DOT.[11] See Id. at 1291 (driver unit found appropriate based in part on special driving qualifications and licensing requirements). Moreover, drivers are subject to DOT regulations concerning duty time and recordkeeping throughout their employment.

Maintenance employees and warehouse employees likewise complete on-the-job training related to their distinct job duties including the operation of specialized machines. Maintenance employees may also travel to complete training on the care of specific machines.

This factor weighs in favor of the petitioned-for units. There is minimal overlap between the skills needed to drive a truck off of the Employer's premises; the skills needed to operate specialized machinery and side-loaders; and the skills needed to repair and maintain specialized equipment.

- Distinct job functions and distinct work

The petitioned-for drivers spend the vast majority of their workdays driving from one location to another. All other employees are based at the Employer's premises, and few other employees are required to drive at all, although some warehouse employees may perform yard jockey work when they move trucks around the Employer's premises. Several employees who are not classified as drivers happen to have CDLs and are able to perform driving work on an occasional basis as needed, but driving is not a part of their normal duties.

[11] A maintenance employee and a warehouse employee also have commercial driver's licenses but, while they occasionally substitute for drivers, they are primarily responsible for other duties and are not required to maintain their commercial driver's licenses.

The petitioned-for maintenance employees oversee and repair equipment. While they may discuss repairs with drivers or warehouse employees who notice a problem with a truck or machine, maintenance employees alone perform maintenance work.

This factor weighs in favor of the petitioned-for units.

- Functional integration

Functional integration exists only when "employees must work together and depend on one another to accomplish their tasks." *WideOpenWest Illinois, LLC*, 371 NLRB No. 107, slip op. at fn. 16 (2022) (citing *Casino Aztar*, 349 NLRB at 605; *Publix Super Markets, Inc.*, 343 NLRB 1023, 1024–1025 (2004)). Employees performing work in the same general field and in service of the same overall goal, without more, is not sufficient to establish functional integration; however, functional integration exists among employees who work on different phases of the same product or as a group provide a service. 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. *Publix*, ibid; *Transerv Systems, Inc.*, 311 NLRB 766 (1993) (most deliveries involving both a bicycle messenger and a driver indicative of functional integration).

Here, the maintenance employees are in consistent contact with the warehouse employees as they discuss which machines are malfunctioning and in need of repair. The drivers, likewise, would be unable to perform their work if warehouse employees did not load their trucks.

This factor weighs in favor of the larger unit favored by the Employer.

- Frequent contact

Incidental interaction between various classifications of employees is not uncommon, as they may see each other in passing at the Employer's premises. They use the same locker rooms, cafeteria, and other facilities. All employees other than the drivers work in the warehouse most of the time; the drivers pass through the warehouse on their way to their trucks.

There are rarely substantive interactions between drivers and warehouse employees, however, as drivers spend little time at the warehouse. The fact that a driver may raise the issue of a load not being properly secured and discuss the problem with a warehouse employee does not rise to the level of the frequent contact contemplated by the Board. For the drivers' unit, then, this factor weighs in favor of the petitioned-for unit.

Maintenance employees and warehouse employees are consistently in the same location as maintenance employees care for and maintain the machines used by warehouse employees. They work on the same task only until the warehouse employee has successfully explained to the maintenance employee how the machine in question has malfunctioned; the warehouse employee then continues working with a different machine. For the maintenance unit, this factor weighs in favor of an expanded unit.

- Interchange

There is significant permanent interchange between the warehouse and other departments; most current maintenance employees, and one current driver, began their careers with the Employer in the warehouse. Temporary interchange is less common. Warehouse employees and drivers do not perform maintenance work. Warehouse employees and maintenance employees do not drive unless they happen to have CDLs; currently one maintenance employee occasionally works as a driver. Drivers and maintenance employees may perform warehouse work in the event of snowstorms or other issues affecting workflow, such as the Covid-19 pandemic, but do not do so on a consistent basis.

The Board had long held that permanent interchange is a less significant indicator of community of interest, and thus is given less weight in deciding unit scope issues. See, e.g., *Red Lobster*, 300 NLRB 908, 911 (1990); *Bashas', Inc.*, 337 NLRB 710, 711 fn. 7 (2002).

For that reason, this factor weighs in favor of the petitioned-for units.

- Distinct terms and conditions of employment

All employees share many terms and conditions of employment. They use the same parking lots and break areas. They wear the same uniforms which they purchase with the same stipends. They are hired through the same process and undergo the same orientation. They receive the same benefits and are paid on the same scale.

I find that this factor weighs in favor of the larger unit proposed by the Employer.

- Supervision

All three groups of employees ultimately report to Director Hayes, but they do so through their respective department heads and, in some cases, through supervisors who report to the department heads. Because the three groups of employees are separately supervised, this factor weighs in favor the petitioned-for units.

- Summary of Factors

I conclude that the Employer has failed to meet its burden of establishing that the warehouse employees share such an overwhelming community of interest with the petitioned-for maintenance employees and/or drivers that the smallest appropriate unit is a wall-to-wall unit. In reaching this decision, I rely on the separate departments within the Employer's structure; the lack of common supervision and interchange, the significant training needed for an individual to acquire the distinct skills needed to work as a driver or as a maintenance employee; and the distinct job functions uniquely performed by each group of employees.

CONCLUSION

Accordingly, I shall direct elections in the petitioned-for units. Based upon the entire record in these matters 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.[12]

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. There is no contract bar to an election in these matters.

5. 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.

6. The following employees of the Employer constitute appropriate units for the purpose of collective bargaining within the meaning of Section 9(b) of the Act:

Case 01-RC-377065:

> All full-time and regular part-time CDL drivers, including local delivery drivers, shuttle drivers, mileage drivers, and loader/drivers, employed at the Employer's 45 Newell St., Southington, CT facility; but excluding warehouse employees, maintenance employees, employees who are not required to possess a commercial driver's license, clerical employees, confidential employees, managers, guards, and professional employees and supervisors as defined in the Act.

Case 01-RC-377102:

> All full-time and regular part-time facilities maintenance workers, equipment technicians, senior equipment technicians, welder fabricators, and custodians employed at the Employer's 45 Newell St. Southington, CT facility; but excluding warehouse employees, drivers, clerical employees, confidential employees, managers, guards, and professional employees and supervisors as defined in the Act.

[12] The Employer, Yarde Metals, Inc., is a Connecticut corporation with places of business located at 45 and 189 Newell Street, Southington, Connecticut, where it is engaged in metal distribution. During the past twelve-month period, the Employer purchased and received at its Southington, Connecticut facilities goods valued in excess of $50,000 directly from points located outside the State of Connecticut.

DIRECTION OF ELECTIONS

The National Labor Relations Board will conduct secret ballot elections among the employees in the units found appropriate above. Employees will vote whether or not they wish to be represented for purposes of collective bargaining by International Brotherhood of Teamsters Local 671.

A. Election Details

The elections will be held in the Learning Center at the Employer's 45 Newell St., Southington, CT facility. Prior to the issuance of the Notices of Election, the parties will be requested to file their written positions as to their preferred dates and times for the elections.

B. Voting Eligibility

Eligible to vote are those in the units who were employed during the payroll period ending **Friday, November, 6, 2026,** including employees who did not work during that period because they were ill, on vacation, or temporarily laid off. 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.

C. Voter Lists

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 lists 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 lists must be *received* by the regional director and the parties by **Tuesday, November 17, 2026.** The lists must be accompanied by a certificate of service showing service on all parties. **The Region will no longer serve the voter lists.**

Unless the Employer certifies that it does not possess the capacity to produce the lists in the required form, the lists 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 lists must begin with each employee's last name and the lists must be alphabetized (overall or by department) by last name. Because the lists will be used during the elections, the font size of the lists 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 lists is provided on the NLRB website at www.nlrb.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

When feasible, the lists shall be filed electronically with the Region and served electronically on the other parties named in this decision. The lists may be electronically filed with the Region by using the E-filing system on the Agency's website at www.nlrb.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 elections whenever proper and timely objections are filed. However, the Employer may not object to the failure to file or serve the lists within the specified time or in the proper format if it is responsible for the failure.

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

D. Posting of Notices of Election

Pursuant to Section 102.67(k) of the Board's Rules, the Employer must post copies of each Notice of Election in conspicuous places, including all places where notices to employees in the units found appropriate are customarily posted. The Notices must be posted so all pages of the Notices are simultaneously visible. In addition, if the Employer customarily communicates electronically with some or all of the employees in the units found appropriate, the Employer must also distribute the Notices of Election electronically to those employees. The Employer must post copies of the Notices at least 3 full working days prior to 12:01 a.m. of the day of each election and copies must remain posted until the end of the elections. 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 elections if proper and timely objections are filed.

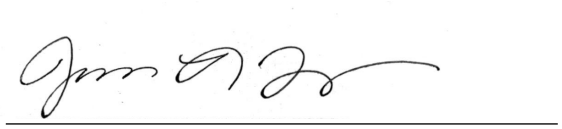
RIGHT TO REQUEST REVIEW

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 elections on the grounds that it did not file a request for review of this Decision prior to the elections. 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.nlrb.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 elections in these matters unless specifically ordered by the Board.

Dated: November 13, 2026



Jessica L. Foley, Regional Director
National Labor Relations Board, Region 01
Thomas P. O'Neill Jr. Federal Building
10 Causeway St, Room 1002
Boston, MA 02222-1001

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 01

YARDE METALS, INC.

Employer

and

INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 671

Petitioner

Cases 01-RC-377065
01-RC-377102

AFFIDAVIT OF SERVICE OF: DECISION AND DIRECTION OF ELECTIONS

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on **November 13, 2026,** I served the above-entitled document(s) by **electronic mail,** as noted below, upon the following persons, addressed to them at the following addresses:

Dave Pascale, Fleet Supervisor
Gerald Beaudet, Maintenance Supervisor
Yarde Metals Inc.
45 Newell Street
Southington, CT 06489
david.pascale@yarde.com
gerald.beaudet@yarde.com

Ruby Raye Clarke, Organizer
International Brotherhood of Teamsters Local 671
22 Britton Drive
Bloomfield, CT 06002
rclarke@teamsters671.com

James Clay Rollins, Attorney
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
901 East Byrd Street, Suite 1300
Richmond, VA 23219
clay.rollins@ogletree.com

Matthew J. Murphy, Esq.
Robert M. Cheverie & Associates, P.C.
333 East River Drive, Suite 101
East Hartford, CT 06108
mmurphy@cheverielaw.com

November 13, 2026
Date

Elizabeth C. Person, Designated Agent of NLRB
Name

Elizabeth C. Person
Signature