UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 06

AIRGAS USA LLC

Employer

and

Case 06-RC-398546

GENERAL TEAMSTERS, CHAUFFEURS, AND HELPERS LOCAL 249 A/W INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Petitioner

DIRECTION OF ELECTION

Upon a petition duly filed under Section 9(c) of the National Labor Relations Act, as amended ("the Act"), on November 16, 2026[1], a hearing was held before a hearing officer of the National Labor Relations Board ("the Board"). Pursuant to the provisions of Section 3(b) of the Act, the Board has delegated to the undersigned its authority in this proceeding.

Upon the entire record in these proceedings, I find:

1. The hearing officer's rulings, made at the hearing, are free from prejudicial errors and are affirmed.

2. The parties stipulated and I find that Airgas USA LLC ("the Employer") is an employer engaged in commerce within the meaning of Section 2(6) of the Act and is subject to the jurisdiction of the Board.[2]

3. The Petitioner is a labor organization within the meaning of Section 2(5) of the Act.

4. The Petitioner claims to represent the employees in the unit described in the Petition and the Employer declines to recognize the Petitioner.

5. The parties stipulated that there is no contract bar, or other bar, to this proceeding.

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[1] All dates are in 2026 unless otherwise stated.

[2] The parties stipulated that the Employer Airgas USA LLC, a Delaware corporation, with a place of business at 2790 Idlewood Avenue, Carnegie, PA 15106, is engaged in the manufacturing, sale and distribution of industrial gases. During the past twelve months, a representative period, the Employer purchased and received goods and materials in excess of $50,000 directly from points located outside the Commonwealth of Pennsylvania.

6. 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) of the Act.

7. As stipulated by the parties, the following employees of the Employer constitute a unit appropriate for the purpose of collective bargaining within the meaning of Section 9(b) of the Act:

   Including: All full-time and regular part-time Plant Operators, Fillers, and Drivers employed at the Employer's 2790 Idlewood Ave, Carnegie, PA 15106 location.

   Excluding: All employees employed by Airgas National Carbonation, all Managerial Employees, Confidential Employees, Guards, and Professional Employees and Supervisors as defined in the Act.

I. ISSUES

There were no litigable issues presented at the hearing, but the parties were unable to stipulate to the date on which the election should be held.[3] The Petitioner advocated on the record for the election to be conducted on December 1, 2, 3 or 4. The Employer was opposed to this proposal due to the impact on its operations of having the two election observers unavailable for work during a busy time of the day in one of its busiest weeks of the year. Instead, the Employer proposed that the election be conducted during the following week, on December 9, 10 or 11. The Union objected to these dates because it is already known that one employee in this small unit of about 17 employees will be on vacation during that week. Upon inquiry from the Hearing Officer, neither party expressed any specific reason why it would not be feasible to conduct the election during week of December 14.

Having carefully considered all the parties' arguments, and in order to address both parties' concerns regarding the ability of the Employer to conduct its operations and the availability of eligible voters, I have determined that the election will be conducted on Wednesday, December 16, 2026.

II. 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 **GENERAL TEAMSTERS,**

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[3]The hearing officer properly instructed the parties that election details, such as the date, and time and place of an election, are not litigable in that they are a matter for administrative determination by the Regional Director. *Halliburton Services*, 265 NLRB 1154 (1982); *Manchester Knitted Fashions*, 108 NLRB 1366 (1954). Accordingly, the hearing officer permitted the parties to state their respective positions on the record regarding the election details solely to assist the Regional Director in making this determination.

CHAUFFEURS, AND HELPERS LOCAL 249 A/W INTERNATIONAL BROTHERHOOD OF TEAMSTERS.

A. Election Details

The election will be held on **Wednesday, December 16, 2026,** from 4:00 a.m. to 7:00 a.m. and 2:00 p.m. to 4:00 p.m. at the Sales Conference Room at the Employer's 2790 Idlewood Avenue, Carnegie, Pennsylvania 15106 facility.

B. Voting Eligibility

Eligible to vote are those in the unit who were employed during the payroll period ending **Saturday, November 14, 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 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 **Tuesday, November 24, 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.nlrb.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.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 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.

D. 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.

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.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 election in this matter unless specifically ordered by the Board.

Dated: November 20, 2026

/s/ Nancy Wilson

NANCY WILSON
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS BOARD
REGION 06
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Pittsburgh, PA 15222-4111