UNITED STATES OF AMERICA

BEFORE THE NATIONAL LABOR RELATIONS BOARD

SNOWFLAKE, INC.

and Case 20–CA–274626

SCOTT BESSLER

ORDER DENYING MOTION FOR RECONSIDERATION

The Respondent's motion for reconsideration of the Board's Decision and Order reported at 375 NLRB No. 39 (2026) is denied.[1] The Respondent has not identified any material error or demonstrated extraordinary circumstances warranting reconsideration under Section 102.48(c)(1) of the Board's Rules and Regulations.

Dated, Washington, D.C., November 24, 2026.

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James R. Murphy, Chairman

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David M. Prouty, Member

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Scott A. Mayer, Member

(SEAL) NATIONAL LABOR RELATIONS BOARD

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[1] Contrary to the Respondent's contention, this case was decided under *Wright Line*, 251 NLRB 1083 (1980), enfd. 662 F.2d 899 (1st Cir. 1981), cert. denied 455 U.S. 989 (1982). Therefore, the Respondent's argument that the case should be reconsidered in light of *Lion Elastomers*, 375 NLRB No. 41 (2026), is erroneous and moot.

The Respondent also seeks reconsideration based on arguments regarding the make-whole remedy that the Board fully considered and addressed in the underlying decision. 375 NLRB No. 39, slip op. at 1 fn. 4. Accordingly, the Respondent has not established a basis for reconsideration. See *Raven Government Services*, 336 NLRB 991, 992 (2001) (denying motion for reconsideration to the extent a party attempts to relitigate issues), enfd. 315 F.3d 499 (5th Cir. 2002).