UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 1
10 CAUSEWAY ST
6TH FLOOR
BOSTON, MA 02222-1001

Agency Website: www.nlrb.gov
Telephone: (617)565-6700
Fax: (617)565-6725

March 16, 2012

[redacted]
114 NOYES STREET
P.O. BOX 1400
PORTLAND, ME 04104-1400

Re: CAREER SYSTEMS DEVELOPMENT CORPORATION
Case 01-CA-046727

Dear [redacted]:

We have carefully investigated and considered your charge that CAREER SYSTEMS DEVELOPMENT CORPORATION has violated the National Labor Relations Act.

Decision to Partially Dismiss: To the extent that the charge may allege that the Employer violated Section 8(a)(5) of the Act by refusing to bargain over not just the effects of the decision to eliminate four unit positions, but also over the decision itself, I am dismissing any allegation that the Employer had a decisional bargaining obligation. Rather, the only aspect of this allegation that remains pending is that the Employer violated Section 8(a)(5) of the Act by failing and refusing to bargain over the effects of the decision to eliminate four unit positions and the appropriate remedy for such a violation would be that as set forth in *Transmarine Navigation Corp*., 170 NLRB389 (1968). See *Litton Business Systems*, 286 NLRB 817 (1987), and *KGTV*, 355 NLRB No. 213 (2010). All other allegations in the charge remain pending.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **File Case Documents,** enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on March 30, 2012. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or

send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than March 29, 2012.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before** March 30, 2012**.** A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Elizabeth A. Gemperline

Elizabeth A. Gemperline
Acting Regional Director

Enclosure

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS
BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

[redacted]
CAREER SYSTEMS DEVELOPMENT
CORPORATION
36 MONTANA ROAD
LIMESTONE, ME 04750-6107

[redacted]
COZEN O'CONNOR
1900 MARKET STREET
PHILADELPHIA, PA 19103-3508

[redacted]
MAINE EDUCATION ASSOCIATION,
A/W NATIONAL EDUCATION
ASSOCIATION
14 SWEDEN STREET, #203
CARIBOU, ME 04736-2125

Form NLRB–4767

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

_____

Case Name(s).

_____

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

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(Signature)