

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

COUPLED PRODUCTS, LLC
Employer

and

Case 25-RD-061324

INTERNATIONAL UNION, UNITED AUTOMOBILE
AEROSPACE AND AGRICULTURAL WORKERS OF
AMERICA, UAW LOCAL 2049
Union

and

CONNIE L. GRAY
Petitioner

ORDER

The Petitioner's Request for Review of the Regional Director's administrative dismissal of the petition is granted as it raises substantial issues warranting review.¹ The Regional Director dismissed the petition based on unfair labor practices charges against the Employer in Cases 25-CA-031883, et al. However, in cases involving unfair labor practices other than a general refusal to recognize and bargain with the Union, the Regional Director must make a finding based upon specific proof of a causal relationship between the unfair labor practices and subsequent employee disaffection with the Union such that the petition is tainted and the petition must be dismissed. The Board in *Master Slack Corp.*, 271 NLRB 78 (1984), identified four factors in determining whether such a causal relationship exists. Accordingly, as the unfair labor practices in this case did not involve a general refusal to recognize and bargain with the Union, we remand this case to the Regional Director to make that determination and issue it in a decision..

BRIAN E. HAYES, MEMBER

RICHARD F. GRIFFIN, JR., MEMBER

SHARON BLOCK, MEMBER

Dated, Washington, D.C., May 21, 2012.

¹ The Petitioner filed a motion to disqualify Members Block, Flynn, and Griffin from ruling in this proceeding, arguing that their recess appointments to the Board by the President were in violation of Arts. I and II of the United States Constitution. For the reasons set forth in *Center for Social Change, Inc.*, 358 NLRB No. 24 (2012), we reject this argument. Accordingly, the motion to disqualify is denied. Additionally, to the extent that the Petitioner makes similar arguments in its request for review that challenge the authority of the Board to act in this case, review is denied.