

be liberally construed to effectuate the purposes of the Act. See also In re Patrician Assisted Living Facility, 339 NLRB No. 149 (2003). Charging Party's cross exceptions present the Board with important issues under the Act: not only the Section 7 and 8 rights of individual discriminatees, but also (given the discriminatees' roles as outspoken supporters of the organizing effort) the Section 7 rights of the entire bargaining unit. Further, the case of one of the discriminatees involves an alleged violation of Section 8(a)(4) and thus implicates the Board's processes intended to enforce and vindicate rights under the Act. In light of the issues raised by the its cross exceptions, Charging Party submits that rejection of the cross exceptions elevates form over substance. In the current procedural setting of the case, forwarding the cross exceptions to Board for consideration will not unduly delay the disposition. Further, by operation of the Board's Regulations Respondent will be afforded full opportunity to respond to the cross exceptions once they are forwarded to the Board and docketed.

WHEREFORE, based on the above and foregoing, Charging Party respectfully submits that its motion for reconsideration is due to be granted, and that an appropriate order should follow.

Respectfully submitted,

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CERTIFICATE OF SERVICE

I hereby certify that on July 26, 2013, I electronically filed the foregoing with the National Labor Relations Board by using the electronic filing system and that I have mailed by United States Postal Service the document to the following:

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