

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

NTN-BOWER CORPORATION  
Employer

and

Case 10-RD-1504

GINGER ESTES  
Petitioner

and

INTERNATIONAL UNION, UNITED  
AUTOMOBILE, AEROSPACE, & AGRICULTURAL  
IMPLEMENT WORKERS OF AMERICA, AFL-CIO, CLC  
Union

ORDER

The Employer's Request for Review of the Acting Regional Director's Decision and Order dismissing the petition is denied as it raises no substantial issues warranting reversal of the Acting Regional Director's action. Accordingly, the dismissal of the petition is affirmed.<sup>1</sup>

WILMA B. LIEBMAN,	CHAIRMAN
CRAIG BECKER,	MEMBER
BRIAN E. HAYES,	MEMBER

Dated, Washington, D.C., May 20, 2011.

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<sup>1</sup> The Employer argues that the Acting Regional Director erred by not conducting a hearing under *Saint Gobain Abrasives*, 342 NRB 434 (2004), to determine whether there was a causal connection between the Employer's unlawful conduct and the employees' disaffection with the Union. However, *Saint Gobain* does not require a hearing in every representation case, and a hearing is not required under the circumstances of this case. Most importantly, unlike in *Saint Gobain*, there was a hearing on the Employer's unfair labor practices prior to the Acting Regional Director's disposition of the petition in this case, and the extensive record developed at that hearing was relied on by the Acting Regional Director in performing the analysis required by *Master Slack*, 271 NLRB 78 (1984). Moreover, in *Saint Gobain* the question was whether there was a causal relationship between an alleged single unilateral change on a single subject and employees' disaffection with the union. Finally, the Employer has not described what additional evidence it would adduce if a "causation" hearing were to be held.