

**UNITED STATES COURT OF APPEALS
FOR THE FIFTH CIRCUIT**

BRINKER INTERNATIONAL PAYROLL)	
COMPANY, L.P.)	
)	
Petitioner)	
)	
v.)	No. 16-60859
)	
NATIONAL LABOR RELATIONS BOARD)	
)	
Respondent)	
)	

**MOTION OF THE NATIONAL LABOR RELATIONS BOARD TO
REMOVE THIS CASE FROM ABEYANCE, SUMMARILY GRANT THE
COMPANY’S PETITION FOR REVIEW IN PART AND REMAND TO
THE BOARD THE REMAINDER OF THE CASE**

To the Honorable, the Judges of the United States Court
of Appeals for the Fifth Circuit:

The National Labor Relations Board, by its Deputy Associate General
Counsel, respectfully moves this Court to remove this case from abeyance,
summarily grant review of that portion of the Board’s Order governed by the
Supreme Court’s decision in *Epic Systems Corp. v. Lewis*, No. 16-285, 2018 WL
2292444 (U.S. May 21, 2018), and remand to the Board the remainder of the case.

1. In the Decision and Order under review, the Board found that Brinker
International Payroll Company (“the Company”) violated the National Labor
Relations Act by maintaining an agreement barring employees from concertedly

pursuing work-related claims in any forum, arbitral or judicial. *Brinker International Payroll Co.*, 363 NLRB 54, slip op. at 1 (2015). In doing so, the Board applied the rule set forth in *Murphy Oil, USA, Inc.*, 361 NLRB 774 (2014), *enforcement denied in relevant part*, 808 F.3d 1013 (5th Cir. 2015), *cert. granted*, No. 16-307 (Jan. 13, 2017).

The Board separately found, under its analytical framework laid out in *Lutheran Heritage Village-Livonia*, 343 NLRB 646 (2004), that the Company violated the Act by maintaining an arbitration agreement that employees would reasonably construe as restricting their right to file unfair-labor-practice charges with the Board. *Brinker International Payroll Co.*, 363 NLRB 54, slip op. at 1 (2015).

2. On September 19, 2016, this Court placed this case in abeyance pending the Supreme Court's decision in *NLRB v. Murphy Oil, USA, Inc.*, No. 16-307, *Lewis v. Epic Sys. Corp.*, No. 16- 285; and *Morris v. Ernst & Young, LLP*, No. 16-300.

3. On May 21, 2018, the Supreme Court issued its decision in *Epic Systems*, holding that employers may lawfully maintain arbitration agreements that bar employees from concertedly pursuing work-related legal claims.¹ The Board acknowledges that under that decision, the Board's finding that the Company

¹ The Court issued *Epic Systems* together with *Murphy Oil*, No. 16-307, and *Ernst & Young LLP v. Morris*, No. 16-300.

unlawfully maintained the Agreement is not enforceable, and the Board is willing to submit to partial summary grant of review of the relevant portion of its Order.

4. On December 14, 2017, the Board issued *The Boeing Company*, which “overrule[d] the *Lutheran Heritage* ‘reasonably construe’ standard” and announced a new test to replace it. 365 NLRB No. 154, 2017 WL 6403495 at *2 (Dec. 14, 2017). *Boeing*’s rejection of the “reasonably construe” standard eliminates the Board’s rationale for its finding at issue here that the Company’s agreement restricts employees’ right to file unfair-labor-practice charges with the Board. The issue of whether the agreement restricts that right under *Boeing*’s framework is a question for the Board to answer in the first instance. Accordingly, the Board respectfully moves this Court to sever and remand that issue to the Board.

5. Counsel for the Company does not consent to this motion.

WHEREFORE, the Board respectfully requests that the Court remove this case from abeyance, summarily grant review of that portion of the Board’s Order governed by the Supreme Court’s decision in *Epic Systems*, and sever and remand

to the Board the remainder of the case.

Respectfully submitted,

/s/Linda Dreeben

Linda Dreeben

Deputy Associate General Counsel

NATIONAL LABOR RELATIONS BOARD

1015 Half Street, S.E.

Washington, D.C. 20570

Dated at Washington, D.C.
this 4th day of June 2018

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CERTIFICATE OF COMPLIANCE

Pursuant to Federal Rule of Appellate Procedure 32(g)(1), the Board certifies that its motion contains 601 words of proportionally-spaced, 14-point type, and that the word processing system used was Microsoft Word 2010.

s/ Linda Dreeben _____
Linda Dreeben
Deputy Associate General Counsel
National Labor Relations Board
1015 Half Street, SE
Washington, D.C. 20570

Dated at Washington, D.C.
this 4th day of June 2018

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CERTIFICATE OF SERVICE

I certify that on June 4, 2018, the foregoing motion was filed with the Clerk of the Court for the United States Court of Appeals for the Fifth Circuit by using the appellate CM/ECF system, and that all counsel are registered CM/ECF users.

s/ Linda Dreeben
Linda Dreeben
Deputy Associate General Counsel
National Labor Relations Board
1015 Half Street, SE
Washington, DC 20570

Dated at Washington, D.C.
this 4th day of June 2018