

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

SAN FRANCISCO ZOOLOGICAL SOCIETY

Employer

and

Case 20-UC-210602

INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS, LOCAL 856

Petitioner

ORDER

The Employer's Request for Review of the Regional Director's Decision and Order Clarifying Bargaining Unit to Include Dietician is denied, as the Employer has not raised any substantial issues warranting review.<sup>1</sup>

LAUREN McFERRAN, MEMBER

MARVIN E. KAPLAN, MEMBER

WILLIAM J. EMANUEL, MEMBER

Dated, Washington, D.C. September 26, 2018.

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<sup>1</sup> In reaching this conclusion, we do not rely on the Regional Director's analysis that excluding the Dietician from the unit would leave a residual unit of one unrepresented employee in the Nutrition Center, and we decline to consider whether a single employee residual unit should affect an accretion analysis. We instead conclude that the Dietician has "little to no separate group identity" from the Animal Keepers and thus the Dietician cannot be considered to be an appropriate separate unit under *Safeway Stores*, 256 NLRB 918 (1981).