

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

PETS' RX, INC. d/b/a VCA NORTHWEST
VETERINARY SPECIALISTS
Employer

and

Case 19-RC-221706

INTERNATIONAL LONGSHORE AND
WAREHOUSE UNION, LOCAL 5
Petitioner

ORDER

The Employer's Request for Review of the Regional Director's Decision and Order Resolving Challenged Ballots is denied as it raises no substantial issues warranting review.¹

JOHN F. RING	CHAIRMAN
LAUREN McFERRAN	MEMBER
MARVIN E. KAPLAN,	MEMBER

Dated, Washington, D.C., March 14, 2019.

¹ In denying review, we affirm the Regional Director's use of a modified time period to calculate the average weekly work hours of Monica Neptune, an employee who returned to work after a hiatus. See *Pat's Blue Ribbons & Trophies*, 286 NLRB 918, 919 (1987); *A L Investors Orlando, LLC, d/b/a The Pavilion at Crossing Pointe*, 344 NLRB 582 (2005). We need not pass on the Regional Director's alternative characterization of Neptune as a "new hire."