

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

ALASKA COMMUNICATIONS SYSTEMS
HOLDINGS, INC.
Employer

and

Case 19-RC-226955

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 1547,
AFL-CIO
Petitioner

ORDER

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

JOHN F. RING, CHAIRMAN

MARVIN E. KAPLAN, MEMBER

WILLIAM J. EMANUEL, MEMBER

Dated, Washington, D.C., June 27, 2019.

¹ We express no view with respect to whether we agree or disagree with revisions made by the Board's Election Rule, but we agree that it applies here and warrants denial of the Employer's request for review.

Although we agree with the Regional Director's conclusion that the Cable Systems Group employees share a community of interest with the existing unit, we note, contrary to his findings, that there is no evidence of temporary interchange present in this case. While there are examples of Cable Systems Group employees traveling to other facilities to "cross-train" or "shadow" other employees, and vice versa, interchange involves temporary or permanent transfer into a different classification, and neither the Regional Director nor the parties have identified any evidence of such temporary interchange in the instant dispute. We also do not rely on the Regional Director's suggestion that departmental organization is "particularly" important in assessing the propriety of a petitioned-for unit, to the extent this statement suggests departmental organization is more important than other community-of-interest factors. Finally, we observe that there is no bargaining history relevant to the community of interest analysis in the instant self-determination dispute, as the petitioned-for Cable Systems Group employees have never been represented by a labor union on either a more limited or more comprehensive basis.