

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MARRIOTT HOTEL SERVICES, INC.  
Employer

and

Cases 20-RC-236046

UNITE HERE LOCAL 2  
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.<sup>1</sup>

LAUREN McFERRAN, MEMBER

MARVIN E. KAPLAN, MEMBER

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<sup>1</sup> Chairman Ring took no part in the consideration of this case.

Member Emanuel would grant review of the Regional Director's Decision and Direction of Election and the Decision and Certification of Representative, finding that the Employer raised a substantial issue as to the appropriateness of the petitioned-for separate unit including the Services (Housekeeping), Event Operations (Banquets), Culinary, and Restaurants departments, and At-Your-Service Runners, but excluding the other front office employees. In his view, the only appropriate unit in this case, consistent with *PCC Structural, Inc.*, 365 NLRB No. 160 (2017) and *The Boeing Co.*, 368 NLRB No. 67 (2019), is a unit consisting of the above-mentioned departments and all front office department employees (including At-Your-Service Agents (AYS Agents), At-Your-Service Runners (AYS Runners), Guest Service Aides, PM Front Desk Clerks/Night Auditors, Room Controllers, Guest Service Representatives, and Shipping and Receiving Attendants). See *Davidson Hotels Company, LLC*, 13-RC-217487, 2019 WL 2408749 (rev. denied 6/5/19)(Emanuel dissenting).

In so finding, Member Emanuel emphasizes the following "community of interest" factors found by the Regional Director to support the inclusion of all front desk employees in the larger unit: "the employees in the excluded classification and those in the alternative unit are functionally integrated, enjoy a substantial degree of contact, share many similar terms and conditions of employment, and have some degree of shared overall supervision at the highest levels." Additionally, Member Emanuel notes that the Regional Director's inclusion of the AYS Runners in the unit—a classification designated as a "front office" position—while excluding other front office employees who also share a high degree of contact with the housekeeping staff, raises substantial issues regarding the Regional Director's decision.

WILLIAM J. EMANUEL,

MEMBER

Dated, Washington, D.C., September 25, 2019.