UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

AUDIO VISUAL SERVICES GROUP, LLC d/b/a
PSAV
Employer

and

Case 05-RC-232347

INTERNATIONAL ALLIANCE OF THEATRICAL
AND STAGE EMPLOYEES, LOCAL 22 a/w
INTERNATIONAL ALLIANCE OF THEATRICAL
AND STAGE EMPLOYEES, AFL-CIO
Petitioner

ORDER

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

1 The Board has exercised its discretion to examine the entire record in evaluating the Request for Review. See Sec. 102.67(e) of the Board’s Rules and Regulations.

In denying review, we agree with the Acting Regional Director’s finding that the petitioned-for unit is an appropriate unit. In doing so, we correct the following inadvertent errors. First, on page 9, the Acting Regional Director stated that riggers raise the truss to “working height” after equipment is attached, but the record shows that riggers raise the truss to “trim” height at this point. Second, on page 23, the Acting Regional Director appears to have accidentally stated that riggers “will check with the DET when their work is finished,” but the record establishes that riggers check in with their respective rigging coordinator, not the DET. Third, on page 26, the Acting Regional Director stated that riggers use safety cables to attach equipment to truss, but the record establishes that AV employees perform this function. These minor errors did not affect the Acting Regional Director’s analysis of the relevant community-of-interest factors, and do not detract from her conclusion that the petitioned-for unit is an appropriate unit.

Following the filing of the Request for Review, the Board issued The Boeing Company, 368 NLRB No. 67, slip op. at 3 (2019), which clarified that PCC Structural, 365 NLRB No. 160 (2017), contemplates a three-step process for determining if a petitioned-for unit is appropriate or must include additional employees: (1) whether the petitioned-for employees share an internal community of interest; (2) whether the petitioned-for employees are “sufficiently distinct” from the excluded employees; and (3) consideration of any industry-specific guidelines. The Acting Regional Director did not expressly apply the first step, but the record demonstrates that the petitioned-for employees have a strong internal community of interest. All petitioned-for employees are a part of a common department (the rigging department), have common direct and overall supervision (the on-site rigging coordinator and the regional rigging coordinators), are functionally integrated as a unit because they work as a
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