

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 12**

**MYCITY TRANSPORTATION LLC<sup>1</sup>  
Employer**

**and**

**Case 12-RC-258326**

**INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS, LOCAL UNION NO. 769  
Petitioner**

**REGIONAL DIRECTOR'S DECISION AND DIRECTION OF ELECTION**

International Brotherhood of Teamsters, Local Union No. 769 (the Petitioner) seeks to represent a unit of all full-time and regular part-time Customer Service Representatives employed by MyCity Transportation LLC (the Employer) at the Fort Lauderdale-Hollywood International Airport, excluding all other employees, office clericals, managers, professional employees, guards and supervisors as defined by the National Labor Relations Act (the Act).<sup>2</sup> There are 22 employees in the unit sought by Petitioner. The parties have stipulated, and I find, that the agreed upon unit set forth above is appropriate for the purposes of collective-bargaining.

A hearing was held telephonically on April 29, 2020,<sup>3</sup> before a hearing officer of the National Labor Relations Board (the Board). The only issue presented in this matter, as

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<sup>1</sup> I approve the parties' joint stipulation, as noted in Board Exhibit 2, to amend the petition and other formal documents to correctly reflect the names of the parties as set forth above.

<sup>2</sup> The parties stipulated, and I find, that at all material times the Employer has been an Ohio limited liability company engaged in the business of providing transportation services at various locations throughout the United States, including at the Fort Lauderdale-Hollywood International Airport. The parties further stipulated, and I find, that the Employer has a principal place of business located at 17421 South Miles Road, Cleveland, Ohio, and conducts its Fort Lauderdale, Florida operations out of its place of business located at 4101 Ravenswood Road, Fort Lauderdale, Florida. During the past 12 months, in the course and conduct of its business, the Employer purchased and received at its Florida location, goods valued in excess of \$50,000 from firms which purchased those goods directly from points located outside the State of Florida; thus the Employer is an employer engaged in commerce within the meaning of Section 2(6) and 2(7) of the Act and is subject to the jurisdiction of the Board. Finally, the parties stipulated, and I find, that Petitioner is a labor organization within the meaning of Section 2(5) of the Act.

<sup>3</sup> Hereinafter all dates occurred in 2020, unless otherwise noted.

discussed in more detail below, is how and when the election should be conducted. I have carefully considered the positions and arguments presented by the parties on this single issue. For the reasons discussed below, I find that a prompt mail ballot election is appropriate given the extraordinary circumstances presented by the COVID-19 pandemic.

## I. FACTS

At the outset, I take administrative notice of the pandemic health situation that exists in the United States, and continues to affect the way that individuals, businesses, organizations, and governments conduct their daily operations. On March 11, the COVID-19 outbreak was characterized as a pandemic by the World Health Organization. I also take administrative notice of the information, guidance and recommendations of the Centers for Disease Control and Prevention (CDC), an agency of the United States government.<sup>4</sup> The CDC states:

[t]he virus that causes COVID-19 is thought to spread mainly from person to person, mainly through respiratory droplets produced when an infected person coughs or sneezes. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs. Spread is more likely when people are in close contact with one another (within about 6 feet).

.... the virus has also been detected in asymptomatic persons.<sup>5</sup>

The CDC recommendations for dealing with this public health threat include the avoidance of gatherings of more than ten people, the use of cloth face coverings and social distancing, among other recommendations. The CDC further states:

Although the virus can survive for a short period on some surfaces, it is unlikely to be spread from domestic or international mail, products or packaging. However, it may be possible that people can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes, but this is not thought to be the main way the virus spreads.<sup>6</sup>

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<sup>4</sup> See <https://www.cdc.gov/coronavirus/2019-ncov/faq.html>.

<sup>5</sup> See <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Coronavirus-Disease-2019-Basics>.

<sup>6</sup> See <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#How-to-Protect-Yourself>

To avoid the unlikely possibility of contracting COVID-19 through the mail, the CDC simply advises:

After collecting mail from a post office or home mailbox, wash your hands with soap and water for at least 20 seconds or use a hand sanitizer with at least 60% alcohol.<sup>7</sup>

The advice to avoid becoming infected by the novel coronavirus by frequently washing hands with soap and water or using hand sanitizer has been widely and repeatedly publicized in the media and by health organizations, including in South Florida, throughout the past several months.<sup>8</sup>

On March 1, Florida State Surgeon General Scott Rivkees declared a public health emergency for the State of Florida related to the spread of COVID-19. Thereafter on March 9, Florida Governor Ron DeSantis issued Executive Order Number 20-52 declaring a state of emergency for the State of Florida to control and prevent the spread of COVID-19 within the state. Additionally, on March 30, Governor DeSantis issued Executive Order Number 20-89 restricting public access to non-essential businesses and facilities in Miami-Dade County, Broward County, Palm Beach County, and Monroe County, all in South Florida, due to the overwhelming spread of COVID-19 in those counties. Subsequently, Executive Order Number 20-91, issued on April 1, restricted Florida residents' movement outside of the home to those necessary to obtain or provide essential services or conduct essential activities.

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<sup>7</sup> See <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/essential-goods-services.html>.

<sup>8</sup> See e.g. <https://www.sun-sentinel.com/news/sound-off-south-florida/fl-ne-sosf-hand-washing-songs-20200306-4k5kipxm5vd6jgb3xrytyr3ivm-story.html>; <https://www.miamiherald.com/news/state/florida/article240882406.html>; <https://www.sun-sentinel.com/coronavirus/fl-ne-hyde-virus-column-20200313-bfguvwu7cbdx7odtd5h2adqysu-story.html>; <https://southfloridareporter.com/how-to-properly-wash-your-hands-video/>; <https://miami.cbslocal.com/2020/02/27/washing-your-hands-is-best-defense-against-coronavirus-not-a-facemask/>; <https://www.usatoday.com/story/news/health/2020/03/16/coronavirus-tips-slow-covid-19-spread-wash-hands-stay-home/5058412002/>; <https://www.nbcnews.com/better/lifestyle/how-wash-your-hands-properly-according-doctors-ncna1102746>; <https://www.abcactionnews.com/news/national/are-you-washing-your-hands-properly-this-is-how-the-cdc-says-it-should-be-done>; <https://www.facebook.com/FLDepartmentofHealth/posts/wash-your-hands-often-and-thoroughly-with-soap-and-water-for-at-least-20-seconds/2783777031706463/>

On April 29, Governor DeSantis issued Executive Order Number 20-112, which implemented the State of Florida's Phase 1 plan for re-opening its economy. It became effective on May 4. However, Governor DeSantis specifically excluded Broward County, among two others, from Executive Order Number 20-112, and has required Broward County to continue to follow stricter protocols in coordination with the County's Mayor. Thus, movement in Broward County is still controlled by the Governor's safer-at-home restrictions.

As noted above, the Employer's operation involved herein is located in Fort Lauderdale, which is in Broward County, Florida, and thus falls within the Governor's safer-at-home restrictions, and, due to the significant prevalence of COVID-19 in Broward County, is not included in Executive Order Number 20-112—the Governor's order implementing an initial phased re-opening of the state's economy. Currently, all employees in the petitioned-for-unit are temporarily laid off due to the COVID-19 pandemic.

## **II. POSITION OF THE PARTIES**

The Petitioner argues that a mail ballot election is appropriate in these circumstances, and that the mail ballot should begin on May 20, within three weeks after the date of the hearing. Additionally, Petitioner maintains that the counting of ballots should be accomplished through video meeting technology so that the parties and any other individuals who wish to observe the count are able to do so remotely. The Petitioner hypothesized that if it could be sure that the Employer would reopen its business and a safe manual election could be directed by June 11, it would agree to a manual election, but that it cannot be predicted when that will occur, so the Petitioner's position is that a mail ballot election should be conducted.

The Employer asserts that a mail ballot election is not presently appropriate due to the circumstances of the COVID-19 pandemic. According to the Employer, a mail ballot election

has the potential to cause infection hazards to employees that have to handle mail, both from touching the surface of the envelopes, as well as the seal which may have been orally licked, thus potentially transferring the virus.

Additionally, the Employer argues against the appropriateness of a mail ballot election due to employees being in layoff status. The Employer notes that because employees are away from the Employer's physical location, the Board's Notice of Election will either need to be mailed or emailed to bargaining unit employees, which will require that employees again have to handle potentially infected mail, and creating the possibility that they may not receive the electronically transmitted Notice of Election if the Employer does not have the most up-to-date email addresses. Finally, the Employer contends that conducting a mail ballot election while employees are away from the Employer's premises places the Employer at a disadvantage due to its inability to meet and speak with employees about the election and answer any questions they may have. Should a mail ballot election be directed, the Employer asserts that the election should not commence before late June.

### III. ANALYSIS

It is longstanding Board practice that Regional Directors are afforded discretion in determining the method of balloting for representation elections. See *Halliburton Services*, 265 NLRB 1154 (1982); see also *Manchester Knitted Fashions*, 108 NLRB 1366 (1954) (stating that the Regional Director has the discretion to determine the time and place for an election).

Specific to instances where mail or mixed manual-mail ballot elections are being contemplated, the Board has stated:

[w]hen deciding whether to conduct a mail ballot election or a mixed manual-mail ballot election, the Regional Director should take into consideration at least the following situations that normally suggest the propriety of using mail ballots: (1) where eligible voters are 'scattered' because of their job duties over a wide

geographic area; (2) where eligible voters are 'scattered' in the sense that their work schedules vary significantly, so that they are not present at a common location at common times; and (3) where there is a strike, a lockout or picketing in progress.

*San Diego Gas & Electric*, 325 NLRB 1143, 1145 (1998). The Board further defined scattered "to apply in any situation where all employees cannot be present at the same place at the same time." *San Diego Gas & Electric*, 325 NLRB at 1145, fn. 7. A Regional Director's exercise of the broad discretion afforded by the Board in selecting the appropriate mechanics for an election will not be overturned "unless a clear abuse of discretion is shown." *Nouveau Elevator Industries*, 326 NLRB 470, 471 (1998), citing *San Diego Gas & Electric*, 325 NLRB at 1144, fn. 4. Although the Board expects Regional Directors to exercise their discretion within the guidelines outlined above, it recognizes that deviation from those guidelines may occur in extraordinary circumstances. *San Diego Gas & Electric*, 325 NLRB at 1145; see also NLRB Casehandling Manual (Part Two), Representation Proceedings, Section 11301.2. As the Board clearly stated in *San Diego Gas & Electric* that the term "scattered" should include all situations where employees cannot be present at the same place at the same time, which is precisely the case here. The temporarily laid off employees in the petitioned-for-unit cannot be expected to assemble at a specific place and time due to the COVID-19 pandemic and the safer-at-home guidelines currently in effect. Exercising my discretion to direct a mail ballot here falls squarely within the Board's directives in *San Diego Gas & Electric*, supra.

The Board has already had occasion to apply the guidelines that were outlined in *San Diego Gas & Electric* to the current pandemic. The Board's Order in *Atlas Pacific Engineering Company*, 27-RC-258742 (May 8, 2020), involved the direction of a mail ballot election by the Regional Director for Region 27, notwithstanding the employer's argument that a manual election could be safely accomplished at its facility. The employer requested review of the

Regional Director's Decision and Direction of Election, and sought an emergency stay of the directed election. On May 1, the Board granted the emergency stay in order to give it time to consider the matter. Earlier today, May 8, the Board denied the employer's request for review and lifted the stay of the election. According to the Board:

[i]n finding that a mail-ballot election is warranted in this case, we rely on the extraordinary federal, state, and local government directives that have limited nonessential travel, required the closure of nonessential businesses, and resulted in a determination that the regional office charged with conducting this election should remain on mandatory telework. Mandatory telework in the regional office is based on the Agency's assessment of current COVID-19 pandemic conditions in the local area. Under all of the foregoing circumstances, we are satisfied that the Regional Director did not abuse her discretion in ordering a mail-ballot election here.

*Atlas Pacific Engineering Company*, 27-RC-258742, fn.1 (May 8, 2020). Due to the current environment caused by the pandemic, the Board found that the Regional Director for Region 27 did not abuse her discretion in relying on the "extraordinary circumstances" language of the Board's decision in *San Diego Gas & Electric* to order a mail ballot.

Given the extraordinary circumstances caused by the spread of COVID-19 that still face the State of Florida, and particularly the area of South Florida that includes Broward County, I find it appropriate to exercise my discretion to direct a mail ballot election, the details of which are provided below. Like the employees of the Region 27 office in Denver, Colorado, the employees of the Region 12 offices in Tampa and Miami, Florida who are charged with conducting the election in this case, remain on mandatory telework.

Additionally, and specific to the processing of representation petitions during this pandemic, on April 1, the Board, through the Office of Public Affairs, issued a press release indicating that beginning April 6, Board-conducted elections would resume after a two-week suspension. NLRB Resumes Representation Elections (2020), <https://www.nlr.gov/news->

[outreach/news-story/nlrb-resumes-representation-elections](#), (last visited May 6, 2020). “The General Counsel now has advised that appropriate measures are available to permit elections to resume in a safe and effective manner, which will be determined by the Regional Directors.” *Id.* Accordingly, in weighing the propriety of resuming elections—a “core” function “to the NLRB’s mission”—during these extraordinary and unpredictable times, the Board concluded, with input from the Board’s General Counsel, that elections should resume, subject to individual Regional Director’s discretion. *Id.* As such, the Board, with the General Counsel’s input, has afforded to Regional Directors the discretion, specific to the COVID-19 pandemic, to resume elections in a safe and effective manner, and I choose to appropriately exercise that discretion in this instance.

The Employer’s arguments against holding a mail ballot election are unavailing. There is no evidence that mail ballot elections endanger public health or that people have been infected with the novel coronavirus by the handling of mail. To the contrary, as noted above, the CDC’s guidance states that the novel coronavirus “is unlikely to be spread from domestic or international mail, products or packaging.” In the circumstances of the COVID-19 pandemic generally, and particularly in Fort Lauderdale, the main city in Broward County, where a safer at home order remains in place, I find that a mail ballot is a much safer method of voting than a manual election.

A manual election would involve a pre-election in-person meeting between the Board agent, one observer from each party (if the parties chose to designate observers, which is usually the case), and possibly with the parties’ counsels or other representatives, for the purpose of the Board agent and parties examining the polling area, the Board agent setting up the voting booth, posting “Voting Place” signs, distributing badges, providing written and verbal instructions to

the observers, answering any questions from the observers, confirming arrangements for voter release, discussing any last-minute changes to the voter list, and preparing and sealing the ballot box in the presence of the parties.<sup>9</sup> In addition, throughout the polling period, the Board agent and observers would be present, in fairly close proximity, in order to check the voter list as employees periodically arrive to vote,<sup>10</sup> and multiple voters would have to enter the same voting booth, likely touching the same surfaces within a short period of time. After a manual election the parties and Board agent typically meet to attempt to resolve any challenged ballots and so the Board agent may count the ballots in the presence of the parties.

These circumstances could present difficulties in preventing the spread of the coronavirus if any of those involved are infected and, as noted, persons may be infected without knowing it because they are asymptomatic and/or have not been tested for the virus. Manual polling may also raise difficult questions about the use of face masks and/or other personal protective equipment, including whether voters or others can be required to use such equipment. Whether or not such equipment is used, for the reasons noted above, it is apparent that a mail ballot election is the safer method of voting and is well suited to effectuating the purposes and policies of the Act during the COVID-19 pandemic, which does not appear to be abating to the extent necessary to hold a safe manual election in the near future. Steps could be taken to modify the usual procedures for a manual election to an extent to make it somewhat safer, but even with such precautions, a manual election appears to present a substantially greater risk of spreading the coronavirus than a mail ballot election.

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<sup>9</sup> See Section 11318 through 11318.4 of the Board's Casehandling Manual Part Two, Representation Proceedings.

<sup>10</sup> See Section 11322.1 of the Board's Casehandling Manual Part Two, Representation Proceedings.

With respect to the timing of the election, Section 102.67(b) of the Board's Rules and Regulations that govern this case states in relevant part, "The Regional Director shall schedule the election for the earliest date practicable consistent with these Rules." Processing representation petitions and timely conducting elections is central to the Board's mission, and conducting a mail ballot election is the clearly safer alternative to a manual election at this time. It is unknown how long it will be before a safe manual election can be conducted. It may not be possible to conduct a safe manual election even after the Employer's business reopens and the temporarily laid off employees have returned to their usual workplace at some unknown future time. Thus, directing a mail ballot election is the only way to safely accomplish the objective of allowing employees to exercise their statutory right to choose whether or not to be represented for the purpose of collective bargaining at the earliest date practicable.

Lastly, the Employer is not unfairly disadvantaged by a mail ballot election. Although the Employer is unable to hold captive audience meetings at its premises before it reopens, it appears that the Employer is able to communicate directly with the petitioned-for unit of employees by other means, such as telephone, video communications via telephone, email, and mail, regarding its position and opinions related to election, unions, and the Petitioner. Moreover, the Employer can use these other means to reach out to employees to find out if they have questions about these matters, and to provide answers.

For the foregoing reasons, I direct a mail ballot election to be conducted in accordance with the election details discussed below:

#### **IV. CONCLUSIONS**

Based upon the entire record in this matter and in accordance with the discussion above, I conclude and find as follows:

1. The hearing officer's rulings made at the hearing are free from prejudicial error and are hereby affirmed.

2. The Employer is engaged in commerce within the meaning of the Act, as stipulated by the parties, and it will effectuate the purposes of the Act to assert jurisdiction therein.

3. The Petitioner is a labor organization within the meaning of Section 2(5) of the Act.

4. No collective-bargaining agreement covers the employees in the petitioned-for-unit, and no other bar exists to conducting an election.

5. A question affecting commerce exists concerning the representation of certain employees of the Employer within the meaning of Section 9(c)(1) and Section 2(6) and (7) of the Act.

6. The following employees of the Employer, as stipulated by the parties, constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time Customer Service Representatives employed by the Employer at the Fort Lauderdale-Hollywood International Airport; excluding all other employees, office clerical employees, managers, professional employees, guards and supervisors as defined by the National Labor Relations Act.

#### **V. DIRECTION OF ELECTION**

The National Labor Relations Board will conduct a secret ballot election among the employees in the unit found appropriate above. Employees will vote whether or not they wish to be represented for purposes of collective bargaining by International Brotherhood of Teamsters, Local Union No. 769.

**A. Election Details**

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective bargaining unit. At **9:30 a.m. on May 26, 2020**, ballots will be mailed to voters by the National Labor Relations Board, Region 12, from its office at **201 E. Kennedy Blvd., Suite 530, Tampa, Florida 33602-5824**. Voters must sign the outside of the envelope in which the ballot is returned. Any ballots received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by **June 3, 2020**, should communicate immediately with the National Labor Relations Board by either calling the Region 12 Office at **(786) 812-7993** or **(813) 228-2661** or our national toll free line at 1-844-762-NLRB (1-844-762-6572).

All ballots will be comingled and counted at the **Region 12 office, 201 E. Kennedy Blvd., Suite 530, Tampa, Florida** on **June 17, 2020**, at **10:00 a.m.** In order to be valid and counted, the returned ballots must be received in the **Region 12 office** prior to the counting of the ballots. Due to the above-described extraordinary circumstances of the COVID-19 pandemic, I further direct that the ballot count will take place remotely through a video platform, such as iPhone FaceTime or Skype, to be determined by the undersigned Regional Director.

The parties have agreed, and I conclude, it is appropriate that the Notice of Election and ballots will be in English.

## **B. Voting Eligibility**

Eligible to vote are those in the unit who were employed during the payroll period ending on April 24, 2020, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off.<sup>11</sup>

Employees engaged in an economic strike, who have retained their status as strikers and who have not been permanently replaced, are also eligible to vote. In addition, in an economic strike that commenced less than 12 months before the election date, employees engaged in such strike who have retained their status as strikers but who have been permanently replaced, as well as their replacements, are eligible to vote. Unit employees in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause since the designated payroll period; (2) striking employees who have been discharged for cause since the strike began and who have not been rehired or reinstated before the election date; and (3) employees who are engaged in an economic strike that began more than 12 months before the election date and who have been permanently replaced.

## **C. Voter List**

As required by Section 102.67(l) of the Board's Rules and Regulations, the Employer must provide the Regional Director and parties named in this decision a list of the full names, work locations, shifts, job classifications, and contact information (including home addresses,

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<sup>11</sup> Both parties assert that the payroll period ending date used for voter eligibility purposes should be the payroll period ending closest to the date the petition was filed. The payroll period ending date to be used in directing an election is the latest completed payroll period preceding the date of issuance of the Notice of Election. No evidence or argument was offered to deviate from the Board's usual practice. Accordingly, the payroll period ending date used for voter eligibility will be the payroll period ending date preceding the date of issuance of the Notice of Election.

available personal email addresses, and available home and personal cell telephone numbers) of all eligible voters.

To be timely filed and served, the list must be *received* by the regional director and the parties by **May 12, 2020**. The list must be accompanied by a certificate of service showing service on all parties. **The region will no longer serve the voter list.**

Unless the Employer certifies that it does not possess the capacity to produce the list in the required form, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. Because the list will be used during the election, the font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the list is provided on the NLRB website at [www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015](http://www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015).

When feasible, the list shall be filed electronically with the Region and served electronically on the other parties named in this decision. The list may be electronically filed with the Region by using the E-filing system on the Agency's website at [www.nlr.gov](http://www.nlr.gov). Once the website is accessed, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions.

Failure to comply with the above requirements will be grounds for setting aside the election whenever proper and timely objections are filed. However, the Employer may not object to the failure to file or serve the list within the specified time or in the proper format if it is responsible for the failure.

No party shall use the voter list for purposes other than the representation proceeding, Board proceedings arising from it, and related matters.

**D. Posting of Notices of Election<sup>12</sup>**

Pursuant to Section 102.67(k) of the Board's Rules, the Employer must post copies of the Notice of Election accompanying this Decision in conspicuous places, including all places where notices to employees in the unit found appropriate are customarily posted. The Notice must be posted so all pages of the Notice are simultaneously visible. In addition, if the Employer customarily communicates electronically with some or all of the employees in the unit found appropriate, the Employer must also distribute the Notice of Election electronically to those employees. The Employer must post copies of the Notice at least 3 full working days prior to 12:01 a.m. of the day of the election and copies must remain posted until the end of the election. For purposes of posting, working day means an entire 24-hour period excluding Saturdays, Sundays, and holidays. However, a party shall be estopped from objecting to the nonposting of notices if it is responsible for the nonposting, and likewise shall be estopped from objecting to the nondistribution of notices if it is responsible for the nondistribution.

Failure to follow the posting requirements set forth above will be grounds for setting aside the election if proper and timely objections are filed.

**RIGHT TO REQUEST REVIEW**

Pursuant to Section 102.67 of the Board's Rules and Regulations, a request for review may be filed with the Board at any time following the issuance of this Decision until 14 days after a final disposition of the proceeding by the Regional Director. Accordingly, a party is not

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<sup>12</sup> Because the employees in the petitioned-for unit were temporarily laid off at the time of the hearing, in addition to the notice posting requirements for the Employer set forth herein, the Region 12 office will mail a copy of the Notice of Election to each employee at his or her address provided by the Employer on the voter list. Those Notices will be mailed by Region 12 by no later than May 15, 2020.

precluded from filing a request for review of this decision after the election on the grounds that it did not file a request for review of this Decision prior to the election. The request for review must conform to the requirements of Section 102.67 of the Board's Rules and Regulations.

A request for review may be E-Filed through the Agency's website but may not be filed by facsimile. To E-File the request for review, go to [www.nlr.gov](http://www.nlr.gov), select E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. If not E-Filed, the request for review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review.

Neither the filing of a request for review nor the Board's granting a request for review will stay the election in this matter unless specifically ordered by the Board.

Dated: May 8, 2020.



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David Cohen, Regional Director  
National Labor Relations Board, Region 12  
201 E. Kennedy Blvd., Suite 530  
Tampa, FL 33602-5824