UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

WALT DISNEY PARKS AND RESORTS U.S.
d/b/a WALT DISNEY WORLD
Employer

and

SERVICE TRADES COUNCIL UNION
Petitioner

Case 12-UC-248568

ORDER

The Petitioner’s Request for Review of the Regional Director’s Decision and Order
Dismissing Petition is denied as it raises no substantial issues warranting review.¹

JOHN F. RING, CHAIRMAN

MARVIN E. KAPLAN, MEMBER

WILLIAM J. EMANUEL, MEMBER


¹ In denying review, we note that the Petitioner’s Request for Review does not comply
with the requirement in Sec. 102.67(e) of the Board’s Rules and Regulations that a request for
review be a self-contained document enabling the Board to rule on the basis of its contents
without recourse to the record. But, even assuming that the request for review does comply with
Sec. 102.67(e), we have exercised our discretion under that section to examine the entire record.
Based on our careful review of the record, we conclude that the NBA Experience Guides do not
perform the “same basic functions” as the Attraction Hosts/Hostesses, Premcor, Inc., 333 NLRB
1365 (2001), and that the Petitioner has not established that the NBA Experience Guides are an
accretion to the existing bargaining units, because the determinative factors weigh heavily
against such a finding, Walt Disney Parks and Resorts U.S. d/b/a Walt Disney World Co., 367
NLRB No. 80, slip op. at 2–5 (2019). Thus, we need not pass on the Regional Director’s
conclusion that the Petitioner disclaimed interest in representing the NBA Experience Guides
under Briggs Indiana Corp., 63 NLRB 1270 (1945), and its progeny.