

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

EPSILON SYSTEM SOLUTIONS, INC.
Employer

and

INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS,
DISTRICT LODGE 725, AFL-CIO
Petitioner

Case 21-RC-257595

ORDER

The Employer's Request for Review of the Regional Director's Decision on Objections and Certification of Representative 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., September 1, 2020

¹ In denying review, we acknowledge that the Board's suspension of elections between March 19 and April 3, 2020 may have created some uncertainty as to whether the election would proceed as scheduled on April 6, 2020. The Employer further alleges that Regional personnel may have contributed to this uncertainty by indicating that the election would likely be postponed. None of these circumstances, however, prevented any party from preparing for the election or presenting its position regarding representation to employees. In the absence of any evidence that the Employer was prejudiced thereby, we agree with the Regional Director that these circumstances do not raise a reasonable doubt as to the fairness and validity of the election. See *Transportation Unlimited, Inc.*, 312 NLRB 1162, 1162 (1993) (“[I]t requires more than mere speculative harm to overturn an election.”).