

Table of Contents

100 NLRA, AS AMENDED.....	3
111 CONSTITUTIONALITY OF APPLICATION OF NLRA	3
122 PURPOSE AND POLICY OF NLRA	4
133 RELATIONSHIP TO OTHER STATUTES AND PUBLIC POLICY	5
144 CONSTRUCTION.....	6
155 AMENDMENTS OF NLRA.....	7
177 STATUTORY DEFINITIONS	8
188 AUTHORITY AND STRUCTURE OF NLRB AS AGENCY	14
200 NLRB JURISDICTION.....	15
201 GENERALLY	15
220 STATUTORY JURISDICTION.....	16
240 DISCRETION IN EXERCISE OF JURISDICTION.....	17
260 STANDARDS FOR ASSERTION OF JURISDICTION.....	21
280 ENTERPRISES OVER WHICH THE BOARD DID OR DID NOT ASSERT JURISDICTION.....	23
300 INVESTIGATION AND CERTIFICATION OF REPRESENTATIVE	30
301 GENERALLY	30
308 WHO MAY RAISE QUESTION OF REPRESENTATION	31
316 HOW QUESTION OF REPRESENTATION IS RAISED	32
324 SHOWING OF INTEREST IN REPRESENTATION	33
332 DISCLAIMER OF INTEREST IN BEING REPRESENTATIVE.....	35
339 WHO MAY ACT AS REPRESENTATIVE	37
347 BARS TO CONDUCT OF ELECTION	38
355 TYPES OF ELECTIONS.....	43
362 ELIGIBILITY TO PARTICIPATE IN ELECTION.....	44
370 MECHANICS OF ELECTION.....	46
378 CONDUCT INTERFERING WITH ELECTION CHOICE	51
385 POST-CERTIFICATION AND UNIT CLARIFICATION ISSUES	56
393 PROCEDURE IN REPRESENTATION PROCEEDINGS	58
400 BARGAINING UNITS	62
401 GENERALLY	62
420 FACTORS RELEVANT TO DETERMINATION OF SCOPE OR COMPOSITION OF UNIT.....	63
440 DETERMINATIONS OF SCOPE OF UNIT	66
460 DETERMINATION OF COMPOSITION OF UNIT.....	69
470 HEALTH CARE INSTITUTION UNITS	71
480 POSTAL SERVICE UNITS	73
500 UNFAIR LABOR PRACTICES.....	74
501 GENERALLY	74
506 EMPLOYEE RIGHTS PROTECTED BY SECTION 7.....	76
512 EMPLOYER INTERFERENCE WITH EMPLOYEE SECTION 7 RIGHTS - (SECTION 8(a)(1)).....	81
518 EMPLOYER DOMINATION, ASSISTANCE OR SUPPORT OF LABOR ORGANIZATION - (SECTION 8(a)(2))	95

524	EMPLOYER DISCRIMINATION IN EMPLOYMENT - (SECTION 8(a)(3) and 8(a)(4))	99
530	EMPLOYER OBLIGATION TO BARGAIN - (SECTION 8(a)(5))	117
536	UNION COERCION OF EMPLOYEES - (SECTION 8(b)(1)(A))	134
542	UNION COERCION OF EMPLOYER IN SELECTION OF REPRESENTATIVES - (SECTION 8(b)(1)(B))	139
548	UNION CAUSATION OF EMPLOYER DISCRIMINATION - (SECTION 8(b)(2))	141
554	UNION OBLIGATION TO BARGAIN - (SECTION 8(b)(3)).....	145
560	PROHIBITED STRIKES AND BOYCOTTS (SECTION 8(b)(4))	149
566	EXCESSIVE OR DISCRIMINATORY MEMBERSHIP FEES - (SECTION 8(b)(5))	156
572	PAYMENT FOR SERVICES NOT PERFORMED - (SECTION 8(b)(6))	157
578	PICKETING FOR RECOGNITION AND BARGAINING - (SECTION 8(b)(7))	158
584	AGREEMENTS TO CEASE DOING BUSINESS - (SECTION 8(e)).....	160
590	PREHIRE AGREEMENTS - SECTION 8(f)	162
593	PICKETING AND STRIKES AT HEALTH CARE INSTITUTIONS (SECTION 8(g))	163
596	PROCEDURE IN ULP PROCEEDINGS.....	164
600	REMEDIAL ORDER PROVISIONS	175
601	GENERALLY	175
625	ORDERS AGAINST EMPLOYERS.....	178
650	ORDERS AGAINST UNIONS	195
675	PROCEEDINGS TO DETERMINE BACKPAY LIABILITY (FOR COMPUTATION OF BACKPAY SEE HEADINGS UNDER 625-4433)	202
700	GENERAL LEGAL PRINCIPLES	204
712	AGENCY PRINCIPLES.....	204
725	CONTRACT LAW	207
737	EVIDENCE.....	209
750	RES JUDICATA.....	216
762	LACHES	217
775	WAIVER.....	218
787	ESTOPPEL.....	219
800	COURT PROCEEDINGS	220
817	PROCEEDINGS FOR ENFORCEMENT OR REVIEW OF BOARD DECISIONS AND ORDERS	220
833	PROCEEDINGS ON CONTEMPT OF COURT JUDGMENT.....	224
850	PROCEEDINGS ANCILLARY TO BOARD PROCEEDING.....	227
867	PROCEEDINGS COLLATERAL TO BOARD PROCEEDINGS	232
883	PROCEEDINGS UNDER OTHER STATUTES	235

100 NLRA, AS AMENDED

111 CONSTITUTIONALITY OF APPLICATION
 OF NLRA

111-0100 GENERALLY

111-5000 FIRST AMENDMENT TO
 CONSTITUTION

111-5800 FIFTH AMENDMENT TO
 CONSTITUTION

111-6300 TENTH AMENDMENT TO
 CONSTITUTION

111-7500 FOURTEENTH AMENDMENT TO
 CONSTITUTION

122 PURPOSE AND POLICY OF NLRA

122-0100 GENERALLY

122-3300 LEGISLATIVE HISTORY

122-6700 SAVINGS PROVISION

<p>133 RELATIONSHIP TO OTHER STATUTES AND PUBLIC POLICY</p> <hr/> <p><u>133-0100</u> GENERALLY</p> <p><u>133-0600</u> SECTION 301 - SUITS FOR VIOLATION OF CONTRACT</p> <p><u>133-0625</u> SUITS BY EMPLOYERS</p> <p><u>133-0650</u> SUITS BY UNIONS</p> <p><u>133-0675</u> SUITS BY EMPLOYEES</p> <p><u>133-1200</u> SECTION 302(a) - RESTRICTIONS ON PAYMENTS TO EMPLOYEE REPRESENTATIVES</p> <p><u>133-1400</u> SECTION 302(c) - EXEMPTION FROM APPLICABILITY OF 302(a)</p> <p><u>133-2500</u> LABOR MANAGEMENT REPORTING AND DISCLOSURE ACT</p> <p><u>133-2507</u> SECTION 3(k) - DEFINITION OF SECRET BALLOT</p> <p><u>133-2513</u> SECTION 101(a)(1) - EQUAL RIGHTS</p> <p><u>133-2519</u> SECTION 101(a)(3) - REQUIRING SECRET BALLOT TO APPROVE INCREASE IN DUES RATE</p> <p><u>133-2550</u> SECTION 101(a)(2) - FREEDOM OF SPEECH AND ASSEMBLY</p> <p><u>133-2575</u> SECTION 101(a)(4) - REQUIRING EXHAUSTION OF INTERNAL REMEDIES</p> <p><u>133-3000</u> MARITIME LAWS</p> <p><u>133-3050</u> SAFETY LAWS</p> <p><u>133-3400</u> SURFACE TRANSPORTATION ASSISTANCE ACT OF 1982</p> <p><u>133-3500</u> EXECUTIVE ORDERS</p> <p><u>133-3600</u> OCCUPATIONAL SAFETY AND HEALTH ACT</p> <p><u>133-3700</u> URBAN MASS TRANSPORTATION ACT OF 1969</p> <p><u>133-3800</u> INTERSTATE COMMERCE ACT</p> <p><u>133-3900</u> IMMIGRATION AND NATURALIZATION ACT; IMMIGRATION REFORM AND CONTROL ACT</p> <p><u>133-4000</u> EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974</p> <p><u>133-4100</u> Aviation and Transportation Security Act</p> <p><u>133-4200</u> AFFORDABLE CARE ACT</p> <p><u>133-4500</u> FEDERAL TORT CLAIMS ACT</p> <p><u>133-4600</u> FEDERAL VACANCIES REFORM ACT</p> <p><u>133-5000</u> FEDERAL SERVICE CONTRACT ACT OF 1965</p> <p><u>133-5200</u> WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT</p> <p><u>133-5300</u> POSTAL REORGANIZATION ACT</p> <p><u>133-5600</u> PRIVACY ACT</p> <p><u>133-5700</u> EMPLOYEE POLYGRAPH PROTECTION ACT</p> <p><u>133-5800</u> FEDERAL WIRETAPPING STATUTE</p> <p><u>133-5900</u> CRIMINAL LAWS, INVESTIGATIONS AND PROCEEDINGS</p> <p><u>133-6000</u> FEDERAL DEBT COLLECTION PROCEDURE ACT</p>	<p><u>133-6200</u> FREEDOM OF INFORMATION ACT (SEE 883-2500)</p> <p><u>133-6201</u> GENERALLY</p> <p><u>133-6225</u> EXEMPTION 4--TRADE SECRETS</p> <p><u>133-6250</u> EXEMPTION 5</p> <p><u>133-6260</u> EXEMPTION 6</p> <p><u>133-6275</u> EXEMPTION 7</p> <p><u>133-6287</u> APPEALS FROM INITIAL DETERMINATION</p> <p><u>133-6299</u> EXHAUSTION OF REMEDIES</p> <p><u>133-7000</u> EQUAL ACCESS TO JUSTICE ACT</p> <p><u>133-7100</u> ATOMIC ENERGY ACT</p> <p><u>133-7200</u> ANTITRUST STATUTES</p> <p><u>133-7300</u> FEDERAL MOTOR VEHICLE INFORMATION AND COST SAVINGS ACT</p> <p><u>133-7400</u> FEDERAL SERVICE LABOR-MANAGEMENT RELATIONS ACT; FEDERAL LABOR RELATIONS AUTHORITY</p> <p><u>133-7500</u> ECONOMIC STABILIZATION ACT OF 1971</p> <p><u>133-7600</u> DAVIS BACON ACT</p> <p><u>133-7700</u> FAIR LABOR STANDARDS ACT</p> <p><u>133-7800</u> Age Discrimination in Employment Act</p> <p><u>133-7900</u> DECLARATORY JUDGMENT ACT</p> <p><u>133-8000</u> INDIAN SELF-DETERMINATION ACT</p> <p><u>133-8100</u> RAILWAY LABOR ACT</p> <p><u>133-8200</u> BANKRUPTCY STATUTES</p> <p><u>133-8300</u> FOREIGN SOVEREIGN IMMUNITY ACT OF 1976</p> <p><u>133-8400</u> FEDERAL COMMUNICATIONS ACT</p> <p><u>133-8500</u> FEDERAL ANTI-INJUNCTION STATUTE</p> <p><u>133-8600</u> FEDERAL TAX CODE</p> <p><u>133-8700</u> STATE STATUTES</p> <p><u>133-8701</u> GENERALLY</p> <p><u>133-8722</u> Workmen's Compensation</p> <p><u>133-8733</u> RIGHT TO WORK STATUTES</p> <p><u>133-8740</u> UNIFORM FRAUDULENT TRANSFER ACT</p> <p><u>133-8744</u> WIRETAPPING STATUTES</p> <p><u>133-8767</u> QUALIFICATION TO DO BUSINESS</p> <p><u>133-8775</u> MUNICIPAL ORDINANCES</p> <p><u>133-8800</u> FEDERAL RULES OF EVIDENCE</p> <p><u>133-8900</u> FEDERAL RULES OF CIVIL PROCEDURE; FEDERAL RULES OF APPELLATE PROCEDURE</p> <p><u>133-9000</u> TITLE VII OF THE CIVIL RIGHTS ACT</p> <p><u>133-9050</u> FAMILY AND MEDICAL LEAVE ACT</p> <p><u>133-9100</u> SOCIAL SECURITY ACT-MODEL CITIES PROGRAM</p> <p><u>133-9200</u> FEDERAL ARBITRATION ACT</p> <p><u>133-9300</u> RACKETEER INFLUENCED AND CORRUPT ORGANIZATIONS ACT(RICO)</p> <p><u>133-9400</u> Religious Freedom Restoration Act (RFRA)</p> <p><u>133-9500</u> MINE SAFETY AND HEALTH ACT</p> <p><u>133-9600</u> CIVIL SERVICE REFORM ACT OF 1978</p> <p><u>133-9700</u> ALL WRITS ACT</p> <p><u>133-9800</u> AMERICAN DISABILITIES ACT</p> <p><u>133-9900</u> INDIAN GAMING REGULATORY ACT</p>
---	---

144 CONSTRUCTION

144-5000 LEGISLATIVE HISTORY

**144-7500 COURT INTERPRETATION OF
STATUTORY PROVISIONS**

155 AMENDMENTS OF NLRA

155-2000 CONSTITUTIONALITY OF
AMENDMENTS

155-4000 EFFECTIVE DATE OF APPLICATION

155-6000 RETROACTIVE APPLICATION

155-8000 EFFECT OF AMENDMENTS

177	STATUTORY DEFINITIONS
177-0800	"PERSON"
177-0801	GENERALLY
177-0850	SECTION 2(1) DEFINITION OF "ANY PERSON"
177-1600	EMPLOYER
177-1601	GENERALLY
177-1617	AGENT OF EMPLOYER (SEE ALSO GENERAL LEGAL PRINCIPLES 712)
177-1617-1700-0000	Employer associations
177-1617-2500-0000	Employee
177-1617-3300-0000	Officials of corporate employers
177-1617-4000-0000	Consultant
177-1617-5000-0000	Companies performing work for employer or having work performed by employer
177-1617-6700-0000	Public officials
177-1617-7500-0000	Partner
177-1617-8300-0000	Civic organizations
177-1633	PERSONS FOUND TO BE EMPLOYERS
177-1633-2500-0000	Separate employers
177-1633-3700-0000	Unincorporated association
177-1633-5000-0000	Combinations of employers
177-1633-5017-0000	Independent contractors
177-1633-5033-0000	Lessors of leased departments
177-1633-5041-0000	Owners of rental property
177-1633-5050-0000	Parent and subsidiary
177-1633-5067-0000	Enterprises under common management
177-1633-5069-0000	Franchisor and franchisee
177-1633-5071-0000	Enterprises with common ownership
177-1633-5073-0000	Double-breasted operations
177-1633-5075-0000	Single integrated enterprise
177-1633-5083-0000	Joint ventures
177-1633-5091-0000	Employer associations
177-1633-7500-0000	Employer alter ego
177-1633-8000-0000	Trust funds
177-1633-8700-0000	Deliverymen and owners, drivers, lessors and lessees of trucks
177-1633-9500-0000	Supplier employer of employees to user employer
177-1642	SINGLE EMPLOYER
177-1642-0100-0000	Generally
177-1650	JOINT EMPLOYERS
177-1650-0100-0000	Generally
177-1667	SUCCESSOR EMPLOYERS
177-1667-0100-0000	Generally
177-1667-5000-0000	Same employing industry
177-1667-7500-0000	Representative and substantial complement of employees
177-1672	BANKRUPTCY TRUSTEE, DEBTOR-IN-POSSESSION, COURT APPOINTED RECEIVER, ETC.
177-1673	PURCHASER OF STOCK OR ASSETS
177-1675	FOREIGN CORPORATIONS
177-1675-5000-0000	Domestic corporations of instrumentality of foreign government
177-1679	INTERNATIONAL ORGANIZATIONS

177-1683 STATUTORY EXCLUSIONS FROM EMPLOYER STATUS

177-1683-1200-0000	United States
177-1683-2500-0000	Wholly owned government corporations
177-1683-3700-0000	Federal Reserve Bank
177-1683-5000-0000	State or political subdivision
177-1683-6200-0000	Nonprofit hospitals
177-1683-7500-0000	Persons subject to Railway Labor Act
177-1683-8700-0000	Labor organization or officer thereof
177-1683-8750-0000	Labor organization acting as employer

177-2400 EMPLOYEE (SEE 440-1760 AND 460-5000 FOR DEFINITION OF EMPLOYEE TYPES AND CATEGORIES)

177-2401	GENERALLY
177-2401-2500-0000	Technical employee
177-2401-5000-0000	Any employee other than those specifically exempted
177-2401-6600-0000	Entitlement of relatives of management to protection of Act
177-2401-6700-0000	Entitlement of managerial employees to protection of the Act
177-2401-6750-0000	Tests for managerial status
177-2401-6750-3300	Is aligned with management so as to be in potential conflict with fellow employees
177-2401-6750-6700	Engages in employer's policy making or exercises independent discretion in performance of duties
177-2401-6800-0000	Confidential employee
177-2401-7500-0000	Retirees and participants in employee stock option plan included as employees
177-2401-8700-0000	Foreign nationals or illegal aliens
177-2401-9000-0000	Professional union organizers or employees paid or encouraged by union to organize employer
177-2401-9100-0000	Students
177-2401-9500-0000	Health care employee
177-2401-9700-0000	Employees supplied to employer by another employer
177-2401-9900-0000	Other
177-2414	INDICIA OF EMPLOYEE STATUS
177-2414-0100-0000	Generally
177-2414-1100-0000	Continuity and regularity of work
177-2414-2200-0000	Control and supervision of methods, terms, and conditions of work
177-2414-3300-0000	Right of control, not exercise thereof, is determinative
177-2414-4400-0000	Control of earning potential by person ordering or directing work
177-2414-5500-0000	Control of equipment furnished by employer
177-2414-6600-0000	Compensation and payment of taxes
177-2414-7700-0000	Pension and retirement plans
177-2414-8800-0000	Contract determination
177-2414-9900-0000	Other

177-2428 CONTINUATION OR LOSS OF EMPLOYEE STATUS

177-2428-0100-0000 Generally
177-2428-2500-0000 Individuals whose work has ceased as result of labor dispute
177-2428-2550-0000 Obtained regular and substantial employment elsewhere
177-2428-2550-2500 Before reinstatement denied
177-2428-2550-5000 After reinstatement denied
177-2428-5000-0000 Individuals whose work has ceased as result of ULP
177-2428-7500-0000 Individuals whose work has ceased as result of nondiscriminatory interruption or termination of employment

177-2442 EFFECT OF SECTION 8(d)

177-2442-5000-0000 Loss of status for striking during 60-day period
177-2442-7500-0000 Loss of status for striking in violation of Section 8(g)

177-2456 STRIKERS

177-2456-0100-0000 Generally
177-2456-1700-0000 Misconduct of strikers
177-2456-3300-0000 Effect of no-strike agreement
177-2456-5000-0000 ULP strikers
177-2456-6700-0000 Economic strikers
177-2456-7500-0000 Sympathy strikers
177-2456-8300-0000 Replaced economic strikers

177-2461 PROBATIONARY EMPLOYEES

177-2463 TRAINEES

177-2466 SEASONAL EMPLOYEES

177-2470 PROSPECTIVE EMPLOYEES

177-2470-5000-0000 Job applicants

177-2476 STUDENTS

177-2477 MEDICAL INTERNS, RESIDENTS, CLINICAL FELLOWS, OR TEACHING ASSISTANTS

177-2478 HANDICAPPED WORKERS IN CHARITABLE, NONPROFIT EMPLOYER'S WORKSHOPS

177-2480 EMPLOYEES REFERRED BY PUBLIC ASSISTANCE AGENCIES OR COURTS

177-2484 STATUTORY EXCLUSIONS FROM EMPLOYEE STATUS

177-2484-0100-0000 Generally
177-2484-0150-0000 Employees in church operated facility or business
177-2484-1200-0000 Any individual employed as an agricultural laborer
177-2484-1201-0000 Generally
177-2484-1201-2500 FLSA Sec. 3(f) sole criterion for defining 'agricultural laborer'
177-2484-1201-5000 Discretion of Board in considering mixed agricultural functions
177-2484-1225-0000 Tests
177-2484-1225-0100 Generally
177-2484-1225-1200 Totality of situation determines applicability of secondary definition of agriculture
177-2484-1225-2500 Nature of work alone not test
177-2484-1225-3700 Use of products of other employer
177-2484-1225-5000 Similar work may, under divergent circumstances, be both exempt and nonexempt

177-2484-1225-6700 Activity during workweek
177-2484-1225-7500 Whether activity is carried on as part of agricultural function or is separately organized

177-2484-1225-8700 Poultry raiser's farmer status
177-2484-1250-0000 Activities exempt as agricultural

177-2484-1250-1200 Landscaping and raising trees
177-2484-1250-1900 Livestock raising
177-2484-1250-2500 Processing, packing, canning
177-2484-1250-3300 Egg production and processing

177-2484-1250-5000 Repairing farm equipment
177-2484-1250-7500 Transporting produce, etc.
177-2484-1250-7550 Transportation from fields of independent growers not agricultural work

177-2484-1275-0000 Activities not exempt as agricultural

177-2484-1275-2500 Poultry feed mill processing and distribution

177-2484-1275-3300 Processing poultry independent of farm

177-2484-1275-4200 Egg production, hatchery and poultry raising operations

177-2484-1275-4600 Clam farming
177-2484-1275-5000 Growing, packing and/or distributing produce or horticultural products

177-2484-1275-5700 Harvesting operations of cannery

177-2484-1275-5900 Woodsmen at logging operation

177-2484-1275-6700 Egg breaking and separating process

177-2484-1275-7500 Grain elevator warehousing and storage

177-2484-1275-8000 Retail operations of dairy
177-2484-1275-9000 Architectural and engineering services for farmers

177-2484-2500-0000 "Any individual employed ... in domestic service"

177-2484-3700-0000 "Any individual employed by his parent or spouse"

177-2484-5000-0000 Independent contractor
177-2484-5033-0000 Indicia of status
177-2484-5033-0100 Generally
177-2484-5033-0133 Amount of control reserved by person for whom work is done

177-2484-5033-0167 Lessee status
177-2484-5067-0000 Specific operations
177-2484-5067-1000 Service station lessees or managers

177-2484-5067-1500 Carpet installers
177-2484-5067-2000 Contract drivers
177-2484-5067-2500 Distributors to retail outlets
177-2484-5067-3000 Insurance agents
177-2484-5067-3500 Delivery drivers

177-2484-5067-3700 Loggers
177-2484-5067-4000 Driver salesmen
177-2484-5067-4500 Feed mill truck drivers
177-2484-5067-4700 Owner-operators
177-2484-5067-5000 Newspaper advertising business operator

177-2484-5067-6000 Taxicab and limousine drivers

177-2484-5067-6500	Franchise operators	177-3950-5400-0000	Administrative subdivisions
<u>177-2484-5067-7000</u>	Newspaper dealers	of unions	
177-2484-5067-7500	"Stringers' for newspapers	177-3950-6300-0000	Organizations restricting
177-2484-5067-7700	Photographers for	membership	
newspapers		<u>177-3950-7200-0000</u>	Organizations dominated,
<u>177-2484-5067-8000</u>	Newspaper carriers	assisted, supported, or instigated by employer	
177-2484-5067-8400	University faculty	<u>177-3950-7700-0000</u>	Organizations subject to
<u>177-2484-5067-8500</u>	Day care providers	influence, domination or control by supervisors	
177-2484-5067-8700	Theatrical entertainers	177-3950-8100-0000	Supervisors' and/or managers'
177-2484-5067-8800	Sports officials, referees,	union not labor organization	
umpires, etc.		<u>177-3950-9000-0000</u>	Guards' union
177-2484-5067-9000	Distributors of publications	177-3950-9500-0000	Employee group engaged in
other than newspapers		spontaneous, ad hoc, and unstructured	
<u>177-2484-5067-9400</u>	Musicians, writers, artists	concerted activity	
177-2484-5067-9500	Photographers	<u>177-3975</u> SUCCESSOR LABOR ORGANIZATIONS	
177-2484-5067-9600	Survey interviewers	<u>177-3987</u> EFFECT OF DISAFFILIATION,	
177-2484-5067-9800	Cleaning and maintenance	AFFILIATION, OR MERGER	
service		<u>177-4700</u> COMMERCE	
<u>177-2484-6200-0000</u>	Supervisor (for definition see	<u>177-5500</u> AFFECTING COMMERCE	
177-8500)		<u>177-6200</u> UNFAIR LABOR PRACTICE	
<u>177-2484-7500-0000</u>	"Any individual employed by	<u>177-7000</u> LABOR DISPUTE	
an employer subject to Railway Labor Act'		<u>177-7001</u> GENERALLY	
<u>177-2484-8700-0000</u>	"Any individual employed . .	<u>177-7033</u> DEFINITION UNDER OTHER ACTS	
. by any other person who is not an employer'		<u>177-7067</u> STRIKE	
as defined by Act		<u>177-7067-3300-0000</u>	Economic strike
<u>177-3200</u> "REPRESENTATIVE"		<u>177-7067-3350-0000</u>	Conversion to ULP strike
<u>177-3201</u> GENERALLY		<u>177-7067-6700-0000</u>	Unfair labor practice strike
177-3201-5000-0000	Section 2(4)	<u>177-7067-6750-0000</u>	Causal relation of ULP must
<u>177-3900</u> "LABOR ORGANIZATION"		be shown	
<u>177-3901</u> GENERALLY		<u>177-7067-6775-0000</u>	Conversion to economic
<u>177-3901-2500-0000</u>	Term must be construed	strike	
broadly		<u>177-7084</u> DISPUTES NOT WITHIN STATUTORY	
177-3901-5000-0000	Section 9(a) proviso not	DEFINITION	
limitation		<u>177-7084-5000-0000</u>	Dispute of a "political" nature
177-3901-7500-0000	Capacity to sue and be sued	177-7084-7500-0000	Dispute regarding
177-3901-7550-0000	Effect of 301(b)	independent contractors' leasing arrangement	
<u>177-3925</u> PREREQUISITES		<u>177-7800</u> "NATIONAL LABOR RELATIONS	
<u>177-3925-2000-0000</u>	Employee participation--	BOARD'	
organization need not be composed exclusively		<u>177-8500</u> "SUPERVISOR"	
of employees		<u>177-8501</u> GENERALLY	
<u>177-3925-4000-0000</u>	Purpose of dealing with	<u>177-8501-2000-0000</u>	Existence of statutory power
employers with regard to employee working		controlling	
conditions		<u>177-8501-3000-0000</u>	Parties' stipulation, contract,
<u>177-3925-6000-0000</u>	Formal organization not	or bargaining history	
essential		<u>177-8501-4000-0000</u>	Functions, duties, and
<u>177-3925-8000-0000</u>	Collective bargaining not	authority, rather than titles significant	
essential		<u>177-8501-5000-0000</u>	Determination in another
<u>177-3950</u> TYPES OF LABOR ORGANIZATIONS		proceeding not conclusive	
177-3950-0900-0000	Agricultural labor union not	177-8501-6000-0000	Voting in election not
"labor organization"		conclusive	
177-3950-1500-0000	Organizations representing	<u>177-8501-7000-0000</u>	Performance of unit work not
individuals employed by government agencies		controlling	
177-3950-1800-0000	National farm labor union	<u>177-8520</u> INDICIA OF SUPERVISORY STATUS	
admitting "employees' within Section 2(5)		<u>177-8520-0100-0000</u>	Generally
177-3950-2300-0000	Professional sports	<u>177-8520-0800-0000</u>	Authority to hire, discipline,
association		assign, etc.	
<u>177-3950-2700-0000</u>	Employee committees,	<u>177-8520-1600-0000</u>	Power "effectively to
medical interns' associations, etc.		recommend'	
<u>177-3950-3100-0000</u>	Employee representation plan	<u>177-8520-2400-0000</u>	Responsible direction
177-3950-3300-0000	Individual representative	<u>177-8520-3200-0000</u>	Training, instruction and
177-3950-3600-0000	Parent federations (CIO,	inspection functions	
AFL)		<u>177-8520-3900-0000</u>	Adjustment of grievances
177-3950-4500-0000	Organizing committees,	<u>177-8520-4700-0000</u>	"Independent judgment" in
central labor councils, etc.		exercise of authority	

<u>177-8520-5500-0000</u>	Different terms and conditions of employment	177-8540-3400-0000	Fabricated metal products, except machinery and transportation equipment
<u>177-8520-5800-0000</u>	Different employment functions	177-8540-3500-0000	Machinery, except electrical
<u>177-8520-6200-0000</u>	Substitution for supervisor	177-8540-3600-0000	Electrical and electronic machinery, equipment, and supplies
177-8520-6600-0000	Receiving gifts from employees which were meant for supervisor	177-8540-3700-0000	Transportation equipment
<u>177-8520-7000-0000</u>	Ostensible authority	177-8540-3800-0000	Measuring, analyzing, and controlling instruments; photographic, medical and optical goods; watches and clocks
<u>177-8520-7800-0000</u>	Ratio to supervised employees	177-8540-3900-0000	Miscellaneous manufacturing industries
177-8520-8500-0000	Training for supervisory positions	177-8540-4000-0000	Railroad transportation
<u>177-8520-9200-0000</u>	Unless found supervisor, shop without supervisor	177-8540-4100-0000	Local and suburban transit and interurban highway passenger transportation
<u>177-8520-9300-0000</u>	Attendance at supervisors' meetings	177-8540-4200-0000	Motor freight transportation and warehousing
<u>177-8540</u> TYPES OF EMPLOYEES FOUND SUPERVISORY (BY SIC)		177-8540-4300-0000	U.S. Postal Service
177-8540-0100-0000	Agricultural production - crops	<u>177-8540-4400-0000</u>	Water transportation
177-8540-0200-0000	Agricultural production - livestock	177-8540-4500-0000	Transportation by air
177-8540-0700-0000	Agricultural services	177-8540-4600-0000	Pipe lines, except natural gas
177-8540-0800-0000	Forestry	<u>177-8540-4700-0000</u>	Transportation services
177-8540-0900-0000	Fishing, hunting, and trapping	<u>177-8540-4800-0000</u>	Communication
177-8540-1000-0000	Metal mining	<u>177-8540-4900-0000</u>	Electric, gas, and sanitary services
177-8540-1100-0000	Anthracite mining	177-8540-5000-0000	Wholesale trade - durable goods
177-8540-1200-0000	Bituminous coal and lignite mining	177-8540-5100-0000	Wholesale trade - nondurable goods
177-8540-1300-0000	Oil and gas extraction	177-8540-5200-0000	Building materials, hardware, garden supply, and mobile home dealers
177-8540-1400-0000	Mining and quarrying of nonmetallic minerals, except fuels	177-8540-5300-0000	General merchandise stores
177-8540-1500-0000	Building construction - general contractors and operative builders	<u>177-8540-5400-0000</u>	Food stores
177-8540-1600-0000	Construction other than building construction - general contractors	177-8540-5500-0000	Automotive dealers and gasoline service stations
<u>177-8540-1700-0000</u>	Construction - special trade contractors	177-8540-5600-0000	Apparel and accessory stores
177-8540-1900-0000	Ordnance and accessories	177-8540-5700-0000	Furniture, home furnishings, and equipment stores
177-8540-2000-0000	Food and kindred products	177-8540-5800-0000	Eating and drinking places
177-8540-2100-0000	Tobacco manufacture	<u>177-8540-5900-0000</u>	Miscellaneous retail
177-8540-2200-0000	Textile mill products	177-8540-6000-0000	Banking
177-8540-2300-0000	Apparel and other finished products made from fabrics and similar materials	177-8540-6100-0000	Credit agencies other than banks
177-8540-2400-0000	Lumber and wood products, except furniture	177-8540-6200-0000	Security and commodity brokers, dealers, exchanges, and services
177-8540-2500-0000	Furniture and fixtures	177-8540-6300-0000	Insurance
177-8540-2600-0000	Paper and allied products	177-8540-6400-0000	Insurance agents, brokers, and service
<u>177-8540-2700-0000</u>	Printing, publishing, and allied industries	177-8540-6500-0000	Real estate
177-8540-2800-0000	Chemicals and allied products	177-8540-6600-0000	Combinations of real estate, insurance, loans, law offices
177-8540-2900-0000	Petroleum refining and related industries	177-8540-6700-0000	Holding and other investment offices
<u>177-8540-3000-0000</u>	Rubber and miscellaneous plastics products	177-8540-7000-0000	Hotels, rooming houses, camps, and other lodging places
177-8540-3100-0000	Leather and leather products	177-8540-7200-0000	Personal services
<u>177-8540-3200-0000</u>	Stone, clay, glass, and concrete products	177-8540-7300-0000	Business services
<u>177-8540-3300-0000</u>	Primary metal industries	<u>177-8540-7500-0000</u>	Automotive repair, services, and garages
		177-8540-7600-0000	Miscellaneous repair services
		177-8540-7800-0000	Motion pictures
		<u>177-8540-7900-0000</u>	Casinos, amusement and recreation services, except motion pictures

<u>177-8540-8000-0000</u>	Health services	<u>177-8580-0100-0000</u>	Agricultural production -
<u>177-8540-8001-0000</u>	Generally		crops
<u>177-8540-8010-0000</u>	Offices of physicians,	<u>177-8580-0200-0000</u>	Agricultural production -
	dentists, etc.		livestock
<u>177-8540-8050-0000</u>	Nursing and personal care	<u>177-8580-0700-0000</u>	Agricultural services
	facilities	<u>177-8580-0800-0000</u>	Forestry
<u>177-8540-8060-0000</u>	Hospitals	<u>177-8580-0900-0000</u>	Fishing, hunting, and
<u>177-8540-8070-0000</u>	Medical and dental		trapping
	laboratories	<u>177-8580-1000-0000</u>	Metal mining
<u>177-8540-8080-0000</u>	Outpatient care facilities	<u>177-8580-1100-0000</u>	Anthracite mining
<u>177-8540-8090-0000</u>	Other	<u>177-8580-1200-0000</u>	Bituminous coal and lignite
<u>177-8540-8100-0000</u>	Legal services		mining
<u>177-8540-8200-0000</u>	Educational services	<u>177-8580-1300-0000</u>	Oil and gas extraction
<u>177-8540-8300-0000</u>	Social services	<u>177-8580-1400-0000</u>	Mining and quarrying of
<u>177-8540-8400-0000</u>	Museums, art galleries,		nonmetallic minerals, except fuels
	botanical and zoological gardens	<u>177-8580-1500-0000</u>	Building construction -
<u>177-8540-8600-0000</u>	Membership organizations		general contractors and operative builders
<u>177-8540-8800-0000</u>	Private households	<u>177-8580-1600-0000</u>	Construction other than
<u>177-8540-8900-0000</u>	Miscellaneous services		building construction - general contractors
<u>177-8540-9100-0000</u>	Executive, legislative, and	<u>177-8580-1700-0000</u>	Construction - special trade
	general government, except finance		contractors
<u>177-8540-9200-0000</u>	Justice, public order, and	<u>177-8580-2000-0000</u>	Food and kindred products
	safety	<u>177-8580-2100-0000</u>	Tobacco manufacture
<u>177-8540-9300-0000</u>	Public finance, taxation, and	<u>177-8580-2200-0000</u>	Textile mill products
	monetary policy	<u>177-8580-2300-0000</u>	Apparel and other finished
<u>177-8540-9400-0000</u>	Administration of human		products made from fabrics and similar
	resources programs		materials
<u>177-8540-9500-0000</u>	Administration of	<u>177-8580-2400-0000</u>	Lumber and wood products,
	environmental quality and housing programs		except furniture
<u>177-8540-9600-0000</u>	Administration of economic	<u>177-8580-2500-0000</u>	Furniture and fixtures
	programs	<u>177-8580-2600-0000</u>	Paper and allied products
<u>177-8540-9700-0000</u>	National security and	<u>177-8580-2700-0000</u>	Printing, publishing, and
	international affairs		allied industries
<u>177-8540-9900-0000</u>	Nonclassifiable	<u>177-8580-2800-0000</u>	Chemicals and allied
	establishments		products
<u>177-8560</u> INDICIA OF NONSUPERVISORY		<u>177-8580-2900-0000</u>	Petroleum refining and
STATUS			related industries
<u>177-8560-0100-0000</u>	Generally	<u>177-8580-3000-0000</u>	Rubber and miscellaneous
<u>177-8560-1000-0000</u>	Routine direction derived		plastics products
	from skill and experience	<u>177-8580-3100-0000</u>	Leather and leather products
<u>177-8560-1500-0000</u>	Lack of authority to hire,	<u>177-8580-3200-0000</u>	Stone, clay, glass, and
	discipline, assign, etc.		concrete products
<u>177-8560-1800-0000</u>	Prospect of being promoted	<u>177-8580-3300-0000</u>	Primary metal industries
	to supervisor	<u>177-8580-3400-0000</u>	Fabricated metal products,
<u>177-8560-2000-0000</u>	Absence of subordinates		except machinery and transportation
<u>177-8560-2500-0000</u>	Performance of duties once		equipment
	performed by supervisor	<u>177-8580-3500-0000</u>	Machinery, except electrical
<u>177-8560-2800-0000</u>	Performance of duties	<u>177-8580-3600-0000</u>	Electrical and electronic
	directed toward quality of patient care		machinery, equipment and supplies
<u>177-8560-3000-0000</u>	Direction of occasional or	<u>177-8580-3700-0000</u>	Transportation equipment
	temporary helpers	<u>177-8580-3800-0000</u>	Measuring, analyzing, and
<u>177-8560-4000-0000</u>	Relaying of orders and		controlling instruments; photographic, medical
	information; assignment of work		and optical goods; watches and clocks
<u>177-8560-5000-0000</u>	Limited or sporadic exercise	<u>177-8580-3900-0000</u>	Miscellaneous manufacturing
	of supervisory power		industries
<u>177-8560-6000-0000</u>	Substitution for supervisor	<u>177-8580-4000-0000</u>	Railroad transportation
<u>177-8560-7000-0000</u>	Testing, training, instruction	<u>177-8580-4100-0000</u>	Local and suburban transit
	and inspection functions		and interurban highway passenger
<u>177-8560-8000-0000</u>	Making of factual reports		transportation
<u>177-8560-9000-0000</u>	Recommendations reviewed	<u>177-8580-4200-0000</u>	Motor freight transportation
	by supervisors		and warehousing
<u>177-8560-9500-0000</u>	Pay and/or benefit	<u>177-8580-4300-0000</u>	U.S. Postal Service
<u>177-8580</u> TYPES OF EMPLOYEES FOUND		<u>177-8580-4400-0000</u>	Water transportation
NONSUPERVISORY (BY SIC)		<u>177-8580-4500-0000</u>	Transportation by air

<u>177-8580-4600-0000</u>	Pipe lines, except natural gas	<u>177-8580-8070-0000</u>	Medical and dental laboratories
<u>177-8580-4700-0000</u>	Transportation services	<u>177-8580-8080-0000</u>	Outpatient care facilities
<u>177-8580-4800-0000</u>	Communication	<u>177-8580-8090-0000</u>	Other
<u>177-8580-4900-0000</u>	Electric, gas, and sanitary services	<u>177-8580-8100-0000</u>	Legal services
<u>177-8580-5000-0000</u>	Wholesale trade - durable goods	<u>177-8580-8200-0000</u>	Educational services
<u>177-8580-5100-0000</u>	Wholesale trade - nondurable goods	<u>177-8580-8300-0000</u>	Social services
<u>177-8580-5200-0000</u>	Building materials, hardware, garden supply, and mobile home dealers	<u>177-8580-8400-0000</u>	Museums, art galleries, botanical and zoological gardens
<u>177-8580-5300-0000</u>	General merchandise stores	<u>177-8580-8600-0000</u>	Membership organizations
<u>177-8580-5400-0000</u>	Food stores	<u>177-8580-8800-0000</u>	Private households
<u>177-8580-5500-0000</u>	Automotive dealers and gasoline service stations	<u>177-8580-8900-0000</u>	Miscellaneous services
<u>177-8580-5600-0000</u>	Apparel and accessory stores	<u>177-8580-9100-0000</u>	Executive, legislative, and general government, except finance
<u>177-8580-5700-0000</u>	Furniture, home furnishings, and equipment stores	<u>177-8580-9200-0000</u>	Justice, public order, and safety
<u>177-8580-5800-0000</u>	Eating and drinking places	<u>177-8580-9300-0000</u>	Public finance, taxation, and monetary policy
<u>177-8580-5900-0000</u>	Miscellaneous retail	<u>177-8580-9400-0000</u>	Administration of human resources programs
<u>177-8580-6000-0000</u>	Banking	<u>177-8580-9500-0000</u>	Administration of environmental quality and housing programs
<u>177-8580-6100-0000</u>	Credit agencies other than banks	<u>177-8580-9600-0000</u>	Administration of economic programs
<u>177-8580-6200-0000</u>	Security and commodity brokers, dealers, exchanges, and services	<u>177-8580-9700-0000</u>	National security and international affairs
<u>177-8580-6300-0000</u>	Insurance	<u>177-8580-9900-0000</u>	Nonclassifiable establishments
<u>177-8580-6400-0000</u>	Insurance agents, brokers, and service	<u>177-9300</u>	PROFESSIONAL EMPLOYEES
<u>177-8580-6500-0000</u>	Real estate	<u>177-9301</u>	GENERALLY
<u>177-8580-6600-0000</u>	Combinations of real estate, insurance, loans, law offices	<u>177-9325</u>	INDICIA OF PROFESSIONAL EMPLOYEE STATUS
<u>177-8580-6700-0000</u>	Holding and other investment offices	<u>177-9325-3300-0000</u>	Effect of rulings of other federal agencies
<u>177-8580-7000-0000</u>	Hotels, rooming houses, camps, and other lodging places	<u>177-9325-6700-0000</u>	License requirements
<u>177-8580-7200-0000</u>	Personal services	<u>177-9350</u>	FOUND PROFESSIONAL
<u>177-8580-7300-0000</u>	Business services	<u>177-9375</u>	FOUND NOT PROFESSIONAL
<u>177-8580-7500-0000</u>	Automotive repair, services, and garages	<u>177-9700</u>	HEALTH CARE INSTITUTIONS
<u>177-8580-7600-0000</u>	Miscellaneous repair services	<u>177-9701</u>	GENERALLY
<u>177-8580-7800-0000</u>	Motion pictures	<u>177-9712</u>	HOSPITALS
<u>177-8580-7900-0000</u>	Casinos, amusement and recreation services, except motion pictures	<u>177-9725</u>	CONVALESCENT HOSPITALS
<u>177-8580-8000-0000</u>	Health services	<u>177-9737</u>	HEALTH MAINTENANCE ORGANIZATIONS
<u>177-8580-8001-0000</u>	Generally	<u>177-9750</u>	HEALTH CLINICS
<u>177-8580-8010-0000</u>	Offices of physicians, dentists, etc.	<u>177-9762</u>	NURSING HOMES
<u>177-8580-8050-0000</u>	Nursing and personal care facilities	<u>177-9775</u>	EXTENDED CARE FACILITIES
<u>177-8580-8060-0000</u>	Hospitals	<u>177-9787</u>	HOMES FOR RETARDED INDIVIDUALS
		<u>177-9793</u>	DRUG AND ALCOHOL ABUSE TREATMENT FACILITY
		<u>177-9795</u>	MENTAL HEALTH FACILITIES
		<u>177-9799</u>	OTHER

<p>188 AUTHORITY AND STRUCTURE OF NLRB AS AGENCY</p> <hr/> <p><u>188-0100</u> GENERALLY</p> <p><u>188-2000</u> ADMINISTRATIVE PROCEDURE ACT REQUIREMENTS</p> <p><u>188-2025</u> PUBLIC INFORMATION PROVISIONS: 5 U.S.C. SECTION 552</p> <p><u>188-2050</u> RULEMAKING AUTHORITY: 5 U.S.C. SECTION 553</p> <p>188-2050-5000-0000 Declaratory orders</p> <p><u>188-2075</u> SEPARATION OF FUNCTIONS: 5 U.S.C. SECTION 554</p> <p>188-2075-3300-0000 Board may not delegate judicial functions to General Counsel</p> <p>188-2075-6700-0000 Functions assigned to Board by statute must be exercised by it</p> <p><u>188-2080</u> EVIDENTIARY STANDARDS: 5 U.S.C. SECTION 556 AND 5 U.S.C. 706(2)(e)</p> <p>188-2080-5000-0000 Legislative history</p> <p><u>188-4000</u> RELATIONSHIP TO OTHER GOVERNMENTAL AGENCIES</p> <p><u>188-4050</u> OTHER FACTFINDING AGENCIES</p> <p><u>188-4050-3300-0000</u> Board not bound by findings of state unemployment compensation tribunal</p> <p><u>188-4050-5000-0000</u> Bd not bound by findings of state workman's compensation tribunal</p> <p><u>188-4050-6700-0000</u> Board finding may be contrary to verdict in civil or criminal action</p> <p><u>188-6000</u> THE BOARD</p> <p><u>188-6001</u> GENERALLY</p> <p><u>188-6001-5000-0000</u> Responsible for development of national policy under NLRA</p> <p><u>188-6033</u> AUTHORITY UNDER STATUTE</p> <p><u>188-6033-2000-0000</u> Conduct elections and certify results</p> <p>188-6033-3000-0000 Constitutional or statutory power with respect to certification of labor organizations engaged in discrimination</p> <p>188-6033-4000-0000 Adjudicate ULP allegations</p> <p><u>188-6033-4001-0000</u> Generally</p> <p><u>188-6033-4050-0000</u> Not affected by other means of adjustment or prevention</p> <p>188-6033-6000-0000 Prescribe remedies</p> <p><u>188-6033-6001-0000</u> Generally</p> <p>188-6033-6001-3300 Limitation of Section 8(d)</p> <p><u>188-6033-6001-6700</u> Authority under Section 10(c)</p> <p>188-6033-6050-0000 Board authority to grant compensatory damages to employees for losses resulting from unlawful refusal to bargain</p> <p><u>188-6033-7000-0000</u> Regulation of conduct of parties during Board proceeding</p>	<p><u>188-6033-8000-0000</u> Rulemaking authority</p> <p><u>188-6033-8001-0000</u> Generally</p> <p>188-6033-8001-5000 Subject to APA</p> <p>188-6033-8050-0000 Specific rules (see also subject matter affected by rule)</p> <p><u>188-6033-8050-1000</u> Notice Posting</p> <p>188-6033-8050-2019 Rule 102.19(c)</p> <p><u>188-6033-8050-2069</u> Rule 102.69</p> <p>188-6033-8050-2118 Rule 102.118</p> <p>188-6033-8050-2119 Rule 102.119</p> <p>188-6033-8050-3003 Rule 103.3</p> <p>188-6033-8075-0000 Specific statements of procedure</p> <p>188-6033-8087-0000 Declaratory orders</p> <p><u>188-6067</u> DELEGATION OF AUTHORITY</p> <p><u>188-6067-2000-0000</u> To Board panel</p> <p>188-6067-4000-0000 To individual member</p> <p>188-6067-5000-0000 To counsel to Board member</p> <p><u>188-6067-6000-0000</u> To Regional Directors</p> <p><u>188-6067-6050-0000</u> Representation proceedings</p> <p>188-6067-7000-0000 To executive secretary</p> <p>188-6067-8000-0000 To General Counsel</p> <p><u>188-7500</u> QUORUM REQUIREMENTS</p> <p><u>188-7500-0100-0000</u> Post "New Process Steel" case processing</p> <p><u>188-7700</u> RECESS APPOINTMENTS</p> <p><u>188-7700-0100-0000</u> Post "Noel Canning" case processing</p> <p><u>188-8000</u> THE GENERAL COUNSEL</p> <p><u>188-8001</u> GENERALLY</p> <p>188-8001-5000-0000 Counsel for General Counsel has same legal status</p> <p><u>188-8033</u> STATUTORY AUTHORITY</p> <p>188-8033-0100-0000 Generally</p> <p><u>188-8033-1700-0000</u> Settlement agreements</p> <p><u>188-8033-3300-0000</u> Final authority to investigate charges and issue complaints</p> <p><u>188-8033-3301-0000</u> Generally</p> <p><u>188-8033-3333-0000</u> Authority to approve settlement agreements</p> <p><u>188-8033-3350-0000</u> Dismissal of charge not reviewable by Board</p> <p><u>188-8033-3375-0000</u> Dismissal of charge not reviewable by courts</p> <p><u>188-8033-6700-0000</u> Exclusive authority to prosecute complaint</p> <p><u>188-8033-6733-0000</u> Controls theory of case</p> <p><u>188-8033-6767-0000</u> Sole authority to amend complaint</p> <p><u>188-8050</u> COMPLIANCE AGREEMENTS</p> <p><u>188-8067</u> DELEGATED AUTHORITY FROM BOARD</p>
---	---

200 NLRB JURISDICTION

201 GENERALLY

201-3300 POLICY OF BOARD

201-6700 EFFECT OF PRIOR DECISIONS

201-6750 PRIOR DECISIONS NOT
 CONTROLLING

201-8300 TIMELINESS OF RAISING ISSUE

220 STATUTORY JURISDICTION

220-0100 GENERALLY

220-0150 INCUMBENT ON BOARD TO ESTABLISH LEGAL JURISDICTION AS AUTHORITY TO PROCEED

220-0175 ABSENCE OF CLEAR EXPRESSION OF CONGRESSIONAL INTENT

220-2500 PREEMPTION OF JURISDICTION OVER SUBJECT MATTER REGULATED BY ACT

220-2525 BOARD HAS EXCLUSIVE JURISDICTION IN ENFORCING ACT

220-2525-0100-0000 Generally
220-2525-2000-0000 Centralized administration

necessary to obtain uniform national labor policy

220-2525-4000-0000 Not subject to other means of adjustment or prevention established by agreement, laws, or otherwise

220-2525-6000-0000 Board jurisdiction not ousted because suit also arises under section 301(a)

220-2525-6050-0000 Board may deal with unfair labor practice which also violates contract

220-2525-6075-0000 Board without original jurisdiction to enforce bargaining contract violations not constituting ULP's

220-2525-7000-0000 Board proceedings not stayed pending bankruptcy proceeding or petition for review (Section 10g) involving respondent

220-2550 COURTS WITHOUT CONCURRENT JURISDICTION TO REDRESS UNFAIR LABOR PRACTICES

220-2550-0100-0000 Generally
220-2550-0900-0000 Failure to obtain relief under Act immaterial

220-2550-1800-0000 Doctrine of primary jurisdiction requires judicial abstention

220-2550-2700-0000 Enforcement of private rights not proper basis for jurisdiction

220-2550-3600-0000 Injunctive powers of courts do not include jurisdiction to determine existence of and redress unfair labor practices

220-2550-4500-0000 Arguable existence of unfair labor practice precludes assumption of jurisdiction by court

220-2550-5400-0000 Section 303 does not invest courts with jurisdiction to enjoin proscribed conduct

220-2550-6300-0000 Section 301(a) court jurisdiction to enforce agreements between labor organizations restricted by policy to leave representation matters to Board

220-2550-7200-0000 Damage actions on account of unfair labor practices may be maintained

220-2550-8100-0000 Garmon preemption doctrine applicable

220-2550-9000-0000 Garmon preemption doctrine not applicable

220-2550-9500-0000 "Machinists" exemption

220-2562 STATE AGENCY JURISDICTION IN REPRESENTATION MATTERS

220-2575 STATE AGENCIES WITHOUT CONCURRENT JURISDICTION TO REDRESS UNFAIR LABOR PRACTICES

220-2575-5000-0000 Declination of jurisdiction by Board does not permit action by state agencies, absent cession

220-2575-7500-0000 Lack of jurisdiction over unregulated activity

220-2587 STATE REGULATION OF PREEMPTED SUBJECT MATTER

220-2587-0100-0000 Generally

220-2587-2500-0000 State statute

220-2587-5000-0000 Municipal ordinances

220-2587-7500-0000 State court action for damages against temporary employer or union

220-5000 STATUTORY CRITERIA OF JURISDICTION

220-5014 AFFECTING COMMERCE (SEE NLRA 177-5500)

220-5028 COMMERCE (SEE NLRA 177-4700)

220-5042 PERSON (SEE NLRA 177-0800)

220-5056 EMPLOYER (SEE NLRA 177-1600)

220-5070 EMPLOYEE (SEE NLRA 177-2400)

220-5084 LABOR DISPUTE (SEE NLRA 177-7000)

220-7500 TERRITORIAL JURISDICTION

220-7501 GENERALLY

220-7517 EXTRA-TERRITORIAL APPLICATION

220-7533 STATE

220-7533-2500-0000 Defined (Board Rules, Sec. 102.7)

220-7533-5000-0000 District of Columbia

220-7533-7500-0000 Territories and possessions

220-7533-7501-0000 Generally

220-7533-7520-0000 Canal Zone

220-7533-7530-0000 Wake Island

220-7533-7540-0000 Virgin Islands

220-7533-7560-0000 American Samoa

220-7533-7580-0000 Guam

220-7567 OTHER

220-7567-1400-0000 Puerto Rico

220-7567-2800-0000 Military bases on foreign soil

220-7567-4200-0000 Foreign flag vessels

220-7567-5600-0000 Off-shore drilling rigs

220-7567-7000-0000 Indian reservations

220-7567-8400-0000 Trust territories

220-7567-8450-0000 Trust territory of the Pacific

220-7567-8450-1100 Marianas (except Guam)

220-7567-8450-2200 Marshall Islands

220-7567-8450-3300 Caroline Islands groups

220-7567-8450-4400 Daito Islands

220-7567-8450-5500 Ryukyus Islands

220-7567-8450-6600 Rosario

220-7567-8450-7700 Parece Vela

220-7567-8450-8800 Marcus Island

220-7600 Indian tribe

220-7700 BOYCOTT OF FOREIGN PRODUCTS

220-7900 BOYCOTT OF FOREIGN OWNED MODES OF TRANSPORTATION

240	DISCRETION IN EXERCISE OF JURISDICTION	240-1767-5000-0000	Board may not decline jurisdiction over entire industry or class of employees
<u>240-0100</u>	GENERALLY	<u>240-2500</u>	ADVISORY OPINIONS AS TO JURISDICTION (FOR JURISDICTIONAL HOLDINGS SEE 280)
<u>240-0133</u>	DISTINCTION BETWEEN BOARD'S MONETARY JURISDICTIONAL STANDARDS AND LEGAL OR STATUTORY JURISDICTION	<u>240-2501</u>	GENERALLY
<u>240-0150</u>	DISCRETION TO DECLINE TO EXERCISE JURISDICTION	<u>240-2550</u>	LIMITED TO DETERMINATION OF APPLICABILITY OF DISCRETIONARY STANDARDS
240-0150-2500-0000	Where subversion of statute would result	<u>240-2575</u>	NOT AVAILABLE TO DETERMINE STATUS
240-0150-5000-0000	Instrumentalities of foreign governments	<u>240-2575-5000-0000</u>	Agricultural laborers
240-0150-7500-0000	To enforce grievance settlement under contract	<u>240-2575-7500-0000</u>	Political subdivision
<u>240-0167</u>	JURISDICTION MAY BE EXERCISED UPON STATUTORY BASIS ONLY	<u>240-2900</u>	DECLARATORY JUDGMENTS AS TO JURISDICTION
<u>240-0167-0100-0000</u>	Generally	<u>240-3300</u>	BOARD DEFERENCE TO OTHER MEANS OF ADJUSTMENT
240-0167-1700-0000	To maintain protection of employees where jurisdiction previously asserted	<u>240-3333</u>	BOARD AUTHORITY UNDER STATUTE
240-0167-3300-0000	Absence of direct information	240-3333-0100-0000	Generally
240-0167-6700-0000	Non-cooperation of employer	<u>240-3333-3300-0000</u>	Authority under section 10(a)
<u>240-0167-8300-0000</u>	To protect recourse to Board's processes	<u>240-3333-6700-0000</u>	Discretion to defer
<u>240-0175</u>	JURISDICTION OVER INTERNATIONAL ORGANIZATIONS AND FOREIGN CORPORATIONS	<u>240-3333-7500-0000</u>	Discretion to retain jurisdiction during deferral
<u>240-0183</u>	DE MINIMIS OR ISOLATED VIOLATIONS	<u>240-3333-8700-0000</u>	Reconsideration of decision to defer
<u>240-1700</u>	BOARD AUTHORITY TO ESTABLISH SCOPE OF DISCRETIONARY JURISDICTION	240-3333-8750-0000	Where neither employer nor union initiates arbitration procedures after Board deferral
<u>240-1701</u>	GENERALLY	<u>240-3367</u>	CIRCUMSTANCES OF DEFERRAL
240-1701-1400-0000	May be established by decision; rule making not mandatory	<u>240-3367-0100-0000</u>	Generally
<u>240-1701-2800-0000</u>	Justifiable	<u>240-3367-0113-0000</u>	Purpose of fostering and facilitating existing collective-bargaining relationship
<u>240-1701-4200-0000</u>	Not justifiable	<u>240-3367-0117-0000</u>	Deferral inappropriate where charge lacks merit
240-1701-5600-0000	Retroactive application	<u>240-3367-0125-0000</u>	Good faith disagreement between parties
240-1701-5650-0000	Applicable to all pending cases	240-3367-0137-0000	Retroactive application of new deferral rules
240-1701-7000-0000	Same in R & C cases	<u>240-3367-0150-0000</u>	Spielberg standard of fairness
240-1701-8400-0000	Geographic application	240-3367-0175-0000	Adequate representation of Employee rights
240-1701-8450-0000	Extension to territories proper	240-3367-0175-3300	Where substantial harmony exists
<u>240-1733</u>	ESTABLISHMENT OF MONETARY JURISDICTIONAL STANDARDS WITHIN BOARD'S DISCRETION	<u>240-3367-0175-6700</u>	Where substantial conflict exists
240-1733-3300-0000	Board may change standards	<u>240-3367-0193-0000</u>	E's attitude toward Ee or U's statutory rights
240-1733-3333-0000	Retroactive application of change	<u>240-3367-0193-6700</u>	Pattern of union animus
240-1733-3367-0000	Cases to which change applicable	240-3367-0400-0000	Bars to deferral in advance of arbitration
240-1733-5000-0000	Assertion in absence of standard	<u>240-3367-0401-0000</u>	Generally
240-1733-6700-0000	Extension to territories proper	<u>240-3367-0405-0000</u>	Deferral inappropriate where charge involves individual's rights
<u>240-1767</u>	LIMITATIONS AS TO ESTABLISHING OR CHANGING STANDARDS (14(c)(1))	<u>240-3367-0407-0000</u>	Deferral of charges involving employee's access to the Board inappropriate
		<u>240-3367-0410-0000</u>	Contractual prohibition against or no provision for deferral
		<u>240-3367-0415-0000</u>	Deferral which would result in two-tier arbitration inappropriate
		<u>240-3367-0418-0000</u>	Expiration of contract term
		240-3367-0420-0000	Adequacy of representation of employee rights

240-3367-0420-3300	Where substantial harmony exists	240-3367-1731-0000	AFL-CIO internal disputes procedure
240-3367-0420-6700	Where substantial conflict exists	240-3367-1737-0000	War labor Board
240-3367-0430-0000	Inhibition of access to grievance procedure	240-3367-1750-0000	AFL award
240-3367-0435-0000	Destructive impact of action on unit	240-3367-1762-0000	State authorities
240-3367-0440-0000	Timeliness of request to defer	240-3367-1775-0000	Court suit
240-3367-0450-0000	Absence of "quick and fair" means of resolving grievance	240-3367-1775-3300	Under Section 301
240-3367-0455-0000	Absence of reasonable promptness in submitting matter to grievance procedure	240-3367-1775-6700	Other
240-3367-0460-0000	Willingness of parties to arbitrate	240-3367-1781-0000	Regional board of adjustment
240-3367-0480-0000	Availability of arbitration	240-3367-1787-0000	Non-Board settlement by parties
240-3367-0480-2500	Effect of prior arbitration	240-3367-1787-5000	Strike-settlement agreement
240-3367-0480-5000	Non-arbitrable issue	240-3367-3300-0000	Authority of tribunal making determination
240-3367-0480-5050	Deferral inappropriate because closely related to non-arbitrable issues or form which deferral not sought	240-3367-3310-0000	Over the parties
240-3367-0480-7500	Remedial power of arbitrator	240-3367-3320-0000	Binding nature of determination
240-3367-0800-0000	Availability of arbitration proceedings	240-3367-3340-0000	Identity of issues
240-3367-0825-0000	Scope of grievance and arbitration contract provisions	240-3367-3340-0100	Generally
240-3367-0825-3300	Provisions arguably encompassing dispute	240-3367-3340-2500	Representation proceedings
240-3367-0825-6700	Provisions limiting arbitrator's review or remedial powers	240-3367-3340-5000	ULP proceedings
240-3367-0833-0000	Prompt resolution of grievance	240-3367-3340-7500	JDP proceedings
240-3367-0837-0000	Availability to either party	240-3367-3360-0000	Adequacy of decision
240-3367-0850-0000	Availability to charging party	240-3367-3380-0000	Jurisdiction pre-empted by federal statute
240-3367-0850-2000	Where grievance procedure is prerequisite to arbitration	240-3367-5000-0000	Fair and regular nature of proceeding
240-3367-0850-4000	Where arbitration may be invoked by charging party alone	240-3367-5001-0000	Generally
240-3367-0850-6000	Where arbitration may be invoked by management and union representatives other than immediate disputants	240-3367-5025-0000	Properly constituted tribunal
240-3367-0850-8000	Where arbitration may be invoked only by mutual assent of immediate disputants	240-3367-5050-0000	Adequate procedures
240-3367-0862-0000	Availability to employer	240-3367-5075-0000	Result not repugnant to Act
240-3367-0862-2000	Where no procedure for filing employer grievances	240-3367-5076-0000	Consideration of unfair labor practices
240-3367-0875-0000	Availability to union	240-3367-5090-0000	All affected parties taking part in proceeding
240-3367-0887-0000	Repudiation of contract by party	240-3367-6700-0000	Stage to which contract enforcement proceeding has progressed
240-3367-1200-0000	Willingness of parties to arbitrate	240-3367-6712-0000	Procedure available under contract, but no recourse
240-3367-1700-0000	Nature of proceeding	240-3367-6712-3300	Non-exclusive procedure
240-3367-1712-0000	Proceeding established by contract	240-3367-6712-6700	Exclusive procedure
240-3367-1712-2500	Grievance procedure without arbitration	240-3367-6712-8200	Willingness of parties to invoke procedure
240-3367-1712-5000	Grievance procedure with impartial arbitration	240-3367-6725-0000	Contract procedure initiated, but withdrawal by one party
240-3367-1712-7500	Grievance procedure with joint-committee	240-3367-6750-0000	During in-plant contract procedure
240-3367-1725-0000	AFL-CIO joint board	240-3367-6757-0000	After in-plant contract procedure, additional step available
		240-3367-6762-0000	Arbitration or joint-committee proceedings
		240-3367-6762-3300	During consideration
		240-3367-6762-6700	After decision
		240-3367-6762-8400	Upon noncompliance with award
		240-3367-6775-0000	Court proceedings
		240-3367-6775-0100	Generally
		240-3367-6775-2500	During nisi prius proceedings
		240-3367-6775-5000	After nisi prius decision, appeal pending
		240-3367-6775-7500	After final court decision
		240-3367-6787-0000	Other adjustment proceedings
		240-3367-8300-0000	Issues for which deference is sought

<u>240-3367-8301-0000</u>	Generally	<u>240-3367-8362-8060</u>	Safety, physical examination
<u>240-3367-8301-2500</u>	Issues legality of contract	and tests	
provision		<u>240-3367-8362-8062</u>	Incentive wage plan
<u>240-3367-8301-3300</u>	Issues of contract meaning or	<u>240-3367-8362-8065</u>	Discontinuance of free
application		employee lunches	
<u>240-3367-8301-5000</u>	Validity of contract	<u>240-3367-8362-8068</u>	Wage rate decrease
<u>240-3367-8301-6700</u>	Issues of contract	<u>240-3367-8362-8069</u>	Unilateral imposition of fines
enforcement during term of or after expiration		<u>240-3367-8362-8075</u>	Change in job classifications
of contract		<u>240-3367-8362-8077</u>	Change in movement of
<u>240-3367-8312-0000</u>	Unit or representative status	personnel	
issues		<u>240-3367-8362-8080</u>	Allocation of part-time work
<u>240-3367-8312-1400</u>	Representative determination	<u>240-3367-8362-8083</u>	Delay
<u>240-3367-8312-2800</u>	Representative clarification	s in payment of bonus or wages	
<u>240-3367-8312-4200</u>	Unit determination	<u>240-3367-8362-8085</u>	Holiday compensation
<u>240-3367-8312-5600</u>	Unit clarification	<u>240-3367-8362-8097</u>	Reduction in hours of work
<u>240-3367-8312-5633</u>	Certified unit	<u>240-3367-8365-0000</u>	Representative's duty of fair
<u>240-3367-8312-5667</u>	Non-certified unit	representation	
<u>240-3367-8312-7000</u>	Merger	<u>240-3367-8366-0000</u>	Union refusal to bargain
<u>240-3367-8312-8400</u>	Accretion	<u>240-3367-8367-0000</u>	Contractual obligations
<u>240-3367-8320-0000</u>	Backpay	<u>240-3367-8367-0100</u>	Generally
<u>240-3367-8325-0000</u>	Jurisdictional disputes	<u>240-3367-8367-0500</u>	Union's access to premises
<u>240-3367-8331-0000</u>	Section 8(a)(4) alleged	<u>240-3367-8367-1000</u>	No-strike clause
violations		<u>240-3367-8367-1500</u>	Checkoff
<u>240-3367-8332-0000</u>	Section 8(b)(1)(A) violation	<u>240-3367-8367-2000</u>	Discipline under "just cause"
by interfering with employee's access to the		provision	
Board		<u>240-3367-8367-2500</u>	Struck work provision
<u>240-3367-8337-0000</u>	Membership obligations	<u>240-3367-8367-3000</u>	Discharge grievance under
under contract		"discriminatory and arbitrary treatment"	
<u>240-3367-8343-0000</u>	Unlawful assistance	provision	
<u>240-3367-8350-0000</u>	Discharge, layoffs or	<u>240-3367-8367-3500</u>	Duration and termination
disciplinary action, or threats thereof		<u>240-3367-8367-4000</u>	Resumption of long service
<u>240-3367-8351-0000</u>	Adverse action with regard to	awards program	
employee's job status		<u>240-3367-8367-5000</u>	Management rights clause
<u>240-3367-8353-0000</u>	Harassing or discriminatory	<u>240-3367-8367-5300</u>	Favored-nation clause
action		<u>240-3367-8367-5500</u>	Referral provision
<u>240-3367-8356-0000</u>	Reinstatement rights of non-	<u>240-3367-8367-6000</u>	Printing and distribution of
ULP strikers		contract	
<u>240-3367-8362-0000</u>	Bargaining obligation	<u>240-3367-8367-6200</u>	Seniority system
<u>240-3367-8362-1000</u>	Repudiation of agreement	<u>240-3367-8367-6500</u>	Rights of union steward
<u>240-3367-8362-2000</u>	Duty to furnish information	<u>240-3367-8367-7000</u>	Presence of union
<u>240-3367-8362-2001</u>	Generally	representative at management interviews of	
<u>240-3367-8362-2050</u>	Time study	employees	
<u>240-3367-8362-2075</u>	Time and attendance records	<u>240-3367-8367-7500</u>	Benefit funds payments
<u>240-3367-8362-3000</u>	Power to abolish jobs	<u>240-3367-8367-8000</u>	Establishment of system of
<u>240-3367-8362-4000</u>	Power to subcontract unit	warning notices concerning discipline	
work		<u>240-3367-8367-8500</u>	Interest arbitration clause
<u>240-3367-8362-6000</u>	Power to transfer or terminate	<u>240-3367-8367-9000</u>	Leave of absence
operations and effects of such actions		<u>240-3367-8367-9200</u>	Union bulletin boards
<u>240-3367-8362-8000</u>	Power to make unilateral	<u>240-3367-8367-9500</u>	Wage increase or wage
changes in terms and conditions of		reopener	
employment		<u>240-3367-8367-9900</u>	Other
<u>240-3367-8362-8006</u>	Overtime pay	<u>240-3367-8371-0000</u>	Secondary boycott
<u>240-3367-8362-8012</u>	Benefits	<u>240-3367-8375-0000</u>	Hot cargo agreement
<u>240-3367-8362-8017</u>	Grievance and arbitration	<u>240-3367-8379-0000</u>	Pre-hire agreement in
procedures		construction industry	
<u>240-3367-8362-8021</u>	Rules	<u>240-3367-8383-0000</u>	Union coercion of employer
<u>240-3367-8362-8025</u>	Change in hours	in selection of representatives	
<u>240-3367-8362-8037</u>	Change in job duties or in	<u>240-3367-8385-0000</u>	Status as "employee" or
assignment		"supervisor"	
<u>240-3367-8362-8039</u>	Production quota	<u>240-3367-8387-0000</u>	Other interference with
<u>240-3367-8362-8041</u>	Disciplinary system	Section 7 rights	
<u>240-3367-8362-8044</u>	Basic wage rate	<u>240-3367-8387-2500</u>	Use of bulletin board
<u>240-3367-8362-8050</u>	Merit wage increases	<u>240-3367-8387-5000</u>	Union discipline of member
<u>240-3367-8362-8056</u>	Vacation pay		

240-5000 CESSION OF JURISDICTION TO STATE
OR TERRITORIAL AGENCIES

240-5020 AGREEMENT WITH STATE OR
TERRITORIAL AGENCY IS
PREREQUISITE

240-5040 CESSION UNDER 10(a) IS THE
EXCLUSIVE MEANS WHEREBY
STATES MAY BE ENABLED TO ACT

240-5060 STATE LAW MUST BE CONSISTENT
WITH FEDERAL ACT

240-5060-5000-0000 Consistency for Board to
determine

240-5080 ONLY UNFAIR LABOR PRACTICE
JURISDICTION MAY BE CEDED

240-6700 EFFECT OF OTHER STATUTES

240-6712 BANKRUPTCY ACT

240-6725 LANDRUM-GRIFFIN ACT

240-6737 RAILWAY LABOR ACT

240-6750 FAIR LABOR STANDARDS ACT

240-6760 DAVIS-BACON ACT

240-6767 OSHA

240-6775 POSTAL REORGANIZATION ACT

240-6777 TITLE VII OF THE CIVIL RIGHTS ACT

240-6787 FREEDOM OF INFORMATION ACT

240-6790 Aviation and Transportation Security Act

240-8300 LIMITATIONS ON DISCRETION IN
EXERCISE OF JURISDICTION

240-8312-3500-0000 Unit status

240-8350 DISCHARGE, LAYOFFS OR
DISCIPLINARY ACTION

260	STANDARDS FOR ASSERTION OF JURISDICTION	260-3360-3367-4900	Retail variety stores
		260-3360-3367-5200	Sports
		260-3360-3367-5600	Protective services
		260-3360-3367-7000	Restaurant chains
		260-3360-3367-8400	Soft drink dealers
		260-3360-5000-0000	Successor employer
		260-3360-5800-0000	Bankruptcy trustee or debtor-
			in-possession
<u>260-0100</u>	GENERALLY	<u>260-3360-6700-0000</u>	Employer associations
<u>260-0150</u>	NOT-FOR-PROFIT EMPLOYERS SUBJECT TO STANDARDS ON SAME BASIS AS FOR-PROFIT EMPLOYERS	<u>260-3360-8400-0000</u>	Employer engaged in both
<u>260-3300</u>	COMPUTATION OF MONETARY VOLUME OF GOODS AND SERVICES		exempt and nonexempt enterprises
<u>260-3320</u>	MEASURE OF COMMERCE	260-3360-8700-0000	Union
<u>260-3320-0100-0000</u>	Generally	<u>260-3380</u>	SECONDARY BOYCOTT CASES
260-3320-0125-0000	Requirement of doing business	260-3380-0100-0000	Generally
<u>260-3320-0137-0000</u>	Total business of employer	260-3380-3300-0000	Primary employer's outflow supports jurisdiction
260-3320-0150-0000	Permanent stoppage	260-3380-5000-0000	In construction industry indirect inflow of contractors supports jurisdiction
260-3320-0175-0000	Temporary interruption	260-3380-6700-0000	Secondary employer's receipt of boycotted products through intermediaries is immaterial
260-3320-0187-0000	Effect of picketing	260-3380-7500-0000	Combined operations of primary and secondary employers support jurisdiction
260-3320-5000-0000	Outflow	<u>260-3380-8400-0000</u>	Jurisdiction over secondary employer sufficient
260-3320-5001-0000	Generally	<u>260-3385</u>	RECOGNITIONAL PICKETING CASES
260-3320-5033-0000	Direct	<u>260-3390</u>	SERVICES INTIMATELY RELATED TO OPERATIONS OF EXEMPT ENTERPRISE
260-3320-5033-5000	By-products	<u>260-3395</u>	CONTROL OVER LABOR RELATIONS BY EXEMPT ENTERPRISE
<u>260-3320-5067-0000</u>	Indirect	<u>260-6700</u>	STANDARDS APPLICABLE TO SPECIFIC TYPES OF ENTERPRISES
<u>260-3320-5067-2500</u>	Goods and/or services by-products	<u>260-6704</u>	APARTMENT HOUSING INDUSTRY
260-3320-5067-5000	Inflow	<u>260-6708</u>	COLLEGES AND UNIVERSITIES, PRIVATE NON-PROFIT
260-3320-7500-0000	Inflow	<u>260-6710</u>	ELEMENTARY AND SECONDARY SCHOOLS, PRIVATE FOR-PROFIT AND NON-PROFIT
260-3320-7501-0000	Generally	<u>260-6712</u>	CONSTRUCTION AND SALE OF RESIDENTIAL HOMES
260-3320-7501-3300	Fact that commerce has come to permanent rest and has ceased to flow is immaterial	<u>260-6716</u>	COUNTRY CLUBS
260-3320-7501-3350	Incorporation of materials in building used for local purposes, not controlling	<u>260-6720</u>	ENTERTAINMENT AND AMUSEMENT
260-3320-7501-4000	Source of inflow	<u>260-6724</u>	GAMBLING CASINOS
260-3320-7501-5000	Non-recurring capital expenditures	<u>260-6728</u>	HOTELS AND MOTELS
260-3320-7501-6700	Volume of inflow is immaterial	<u>260-6732</u>	INSTRUMENTALITIES, LINKS, AND CHANNELS OF INTERSTATE COMMERCE
260-3320-7501-6750	"De minimis" affords a limiting test	<u>260-6734</u>	LAW FIRMS AND LEGAL ASSISTANCE PROGRAMS
260-3320-7533-0000	Direct	<u>260-6735</u>	POLITICAL ORGANIZATION
260-3320-7567-0000	Indirect	<u>260-6736</u>	NATIONAL DEFENSE
<u>260-3320-7567-5000</u>	Local purchases of supplies whose original source was outside of state	260-6736-5000-0000	Substantial impact on national defense
<u>260-3320-8700-0000</u>	Non-cooperating employer	<u>260-6740</u>	NEWSPAPERS
<u>260-3340</u>	PERIOD OF COMPUTATION	<u>260-6744</u>	NONRETAIL ENTERPRISES
<u>260-3340-0100-0000</u>	Generally	<u>260-6748</u>	OFFICE BUILDINGS
260-3340-5000-0000	Projection from short period	<u>260-6750</u>	DAY CARE CENTERS
<u>260-3360</u>	ENTERPRISE WHOSE GOODS AND SERVICES ARE MEASURED	<u>260-6752</u>	NURSING HOMES, VISITING AND REGISTERED NURSES ASSOCIATIONS AND RELATED FACILITIES
260-3360-0100-0000	Generally	<u>260-6756</u>	HOSPITALS
260-3360-3300-0000	Integrated enterprise		
260-3360-3317-0000	Parent and subsidiary		
<u>260-3360-3333-0000</u>	Single employer		
260-3360-3350-0000	Franchisor and franchisee		
260-3360-3367-0000	Particular industry or business		
260-3360-3367-1400	Automobile dealers		
260-3360-3367-2800	Building and construction		
260-3360-3367-3500	Cable antenna television (CATV)		
260-3360-3367-4200	Chain stores		
260-3360-3367-4500	Country clubs		
260-3360-3367-4700	Motels-restaurants		

260-6758 CLINICS AND OTHER HEALTH CARE
INSTITUTIONS

260-6760 PUBLIC UTILITIES

260-6764 RADIO, TELEVISION, TELEGRAPH,
AND TELEPHONE COMPANIES

260-6768 RETAIL AND NONRETAIL
ENTERPRISE, COMBINED

260-6772 RETAIL AND NONRETAIL
ENTERPRISE, SINGLE INTEGRATED

260-6776 RETAIL ENTERPRISES

260-6780 SHOPPING CENTERS

260-6784 SPORTS

260-6788 TAXICAB

260-6792 TRANSIT SYSTEMS

260-6793 OTHER SOCIAL SERVICE
ORGANIZATIONS FOR WHICH NO
SPECIFIC STANDARD EXISTS

260-6796 UNION-EMPLOYERS

<p>280 ENTERPRISES OVER WHICH THE BOARD DID OR DID NOT ASSERT JURISDICTION</p> <hr/> <p><u>280-0100</u> AGRICULTURAL PRODUCTION - CROPS</p> <p><u>280-0110</u> CASH GRAINS</p> <p><u>280-0130</u> FIELD CROPS, EXCEPT CASH GRAINS</p> <p><u>280-0160</u> VEGETABLES AND MELONS</p> <p><u>280-0170</u> FRUITS AND TREE NUTS</p> <p><u>280-0180</u> HORTICULTURAL SPECIALTIES</p> <p><u>280-0190</u> GENERAL FARMS, PRIMARILY CROP</p> <p><u>280-0200</u> AGRICULTURAL PRODUCTION - LIVESTOCK</p> <p><u>280-0210</u> LIVESTOCK, EXCEPT DAIRY, POULTRY, AND ANIMAL SPECIALTIES</p> <p><u>280-0240</u> DAIRY FARMS</p> <p><u>280-0250</u> POULTRY AND EGGS</p> <p><u>280-0270</u> ANIMAL SPECIALTIES</p> <p><u>280-0290</u> GENERAL FARMS, PRIMARILY LIVESTOCK</p> <p><u>280-0700</u> AGRICULTURAL SERVICES</p> <p><u>280-0710</u> SOIL PREPARATION SERVICES</p> <p><u>280-0720</u> CROP SERVICES</p> <p><u>280-0740</u> VETERINARY SERVICES</p> <p><u>280-0750</u> ANIMAL SERVICES, EXCEPT VETERINARY</p> <p><u>280-0760</u> FARM LABOR AND MANAGEMENT SERVICES</p> <p><u>280-0780</u> LANDSCAPE AND HORTICULTURAL SERVICES</p> <p><u>280-0800</u> FORESTRY</p> <p><u>280-0810</u> TIMBER TRACTS</p> <p><u>280-0820</u> FOREST NURSERIES AND TREE SEED GATHERING AND EXTRACTING</p> <p><u>280-0840</u> GATHERING OF MISCELLANEOUS FOREST PRODUCTS, EXCEPT TREE SEEDS</p> <p><u>280-0850</u> FORESTRY SERVICES</p> <p><u>280-0900</u> FISHING, HUNTING, AND TRAPPING</p> <p><u>280-0910</u> COMMERCIAL FISHING</p> <p><u>280-0920</u> FISH HATCHERIES AND PRESERVES</p> <p><u>280-0970</u> HUNTING AND TRAPPING, AND GAME PROPAGATION</p> <p><u>280-1000</u> METAL MINING</p> <p><u>280-1010</u> IRON ORES</p> <p><u>280-1020</u> COPPER ORES</p> <p><u>280-1030</u> LEAD AND ZINC ORES</p> <p><u>280-1040</u> GOLD AND SILVER ORES</p> <p><u>280-1050</u> BAUXITE AND OTHER ALUMINUM ORES</p> <p><u>280-1060</u> FERROALLOY ORES, EXCEPT VANADIUM</p> <p><u>280-1080</u> METAL MINING SERVICES</p> <p><u>280-1090</u> MISCELLANEOUS METAL ORES</p> <p><u>280-1100</u> ANTHRACITE MINING</p> <p><u>280-1200</u> BITUMINOUS COAL AND LIGNITE MINING</p> <p><u>280-1300</u> OIL AND GAS EXTRACTION</p> <p><u>280-1310</u> CRUDE PETROLEUM AND NATURAL GAS</p> <p><u>280-1320</u> NATURAL GAS LIQUIDS</p> <p><u>280-1380</u> OIL AND GAS FIELD SERVICES</p>	<p><u>280-1400</u> MINING AND QUARRYING OF NONMETALLIC MINERALS, EXCEPT FUELS</p> <p><u>280-1410</u> DIMENSION STONE</p> <p><u>280-1420</u> CRUSHED AND BROKEN STONE, INCLUDING RIPRAP</p> <p><u>280-1440</u> SAND AND GRAVEL</p> <p><u>280-1450</u> CLAY, CERAMIC, AND REFRACTORY MINERALS</p> <p><u>280-1470</u> CHEMICAL AND FERTILIZER MINERAL MINING</p> <p><u>280-1480</u> NONMETALLIC MINERALS (EXCEPT FUEL) SERVICES</p> <p><u>280-1490</u> MISCELLANEOUS NONMETALLIC MINERALS, EXCEPT FUELS</p> <p><u>280-1500</u> BUILDING CONSTRUCTION - GENERAL CONTRACTORS AND OPERATIVE BUILDERS</p> <p><u>280-1520</u> GENERAL BUILDING CONTRACTORS - RESIDENTIAL BUILDINGS</p> <p><u>280-1530</u> OPERATIVE BUILDERS</p> <p><u>280-1540</u> GENERAL BUILDING CONTRACTORS - NONRESIDENTIAL BUILDINGS</p> <p><u>280-1600</u> CONSTRUCTION OTHER THAN BUILDING CONSTRUCTION - GENERAL CONTRACTORS</p> <p><u>280-1610</u> HIGHWAY AND STREET CONSTRUCTION, EXCEPT ELEVATED HIGHWAYS</p> <p><u>280-1620</u> HEAVY CONSTRUCTION, EXCEPT HIGHWAY AND STREET CONSTRUCTION</p> <p><u>280-1700</u> CONSTRUCTION - SPECIAL TRADE CONTRACTORS</p> <p><u>280-1710</u> PLUMBING, HEATING (EXCEPT ELECTRIC), AND AIR CONDITIONING</p> <p><u>280-1720</u> PAINTING, PAPER HANGING, AND DECORATING</p> <p><u>280-1730</u> ELECTRICAL WORK</p> <p><u>280-1740</u> MASONRY, STONEMASONRY, TILE SETTING, AND PLASTERING</p> <p><u>280-1750</u> CARPENTERING AND FLOORING</p> <p><u>280-1760</u> ROOFING AND SHEET METAL WORK</p> <p><u>280-1770</u> CONCRETE WORK</p> <p><u>280-1780</u> WATER WELL DRILLING</p> <p><u>280-1790</u> MISCELLANEOUS SPECIAL TRADE CONTRACTORS</p> <p><u>280-2000</u> FOOD AND KINDRED PRODUCTS</p> <p><u>280-2010</u> MEAT PRODUCTS</p> <p><u>280-2020</u> DAIRY PRODUCTS</p> <p><u>280-2030</u> CANNED AND PRESERVED FRUITS AND VEGETABLES</p> <p><u>280-2040</u> GRAIN MILL PRODUCTS</p> <p><u>280-2050</u> BAKERY PRODUCTS</p> <p><u>280-2060</u> SUGAR AND CONFECTIONERY PRODUCTS</p> <p><u>280-2070</u> FATS AND OILS</p> <p><u>280-2080</u> BEVERAGES</p> <p><u>280-2090</u> MISCELLANEOUS FOOD PREPARATIONS AND KINDRED PRODUCTS</p> <p><u>280-2100</u> TOBACCO MANUFACTURES</p> <p><u>280-2110</u> CIGARETTES</p> <p><u>280-2120</u> CIGARS</p>
--	---

<u>280-2130</u>	TOBACCO (CHEWING AND SMOKING) AND SNUFF	<u>280-2630</u>	PAPERBOARD MILLS
<u>280-2140</u>	TOBACCO STEMMING AND REDRYING	<u>280-2640</u>	CONVERTED PAPER AND PAPERBOARD PRODUCTS, EXCEPT CONTAINERS AND BOXES
<u>280-2200</u>	TEXTILE MILL PRODUCTS	<u>280-2650</u>	PAPERBOARD CONTAINERS AND BOXES
<u>280-2210</u>	BROAD WOVEN FABRIC MILLS, COTTON	<u>280-2660</u>	BUILDING PAPER AND BUILDING BOARD MILLS
<u>280-2220</u>	BROAD WOVEN FABRIC MILLS, MAN-MADE FIBER AND SILK	<u>280-2700</u>	PRINTING, PUBLISHING, AND ALLIED INDUSTRIES
<u>280-2230</u>	BROAD WOVEN FABRIC MILLS, WOOL (INCLUDING DYEING AND FINISHING)	<u>280-2710</u>	NEWSPAPERS: PUBLISHING, PUBLISHING AND PRINTING
<u>280-2240</u>	NARROW FABRICS AND OTHER SMALLWARES MILLS: COTTON, WOOL, SILK, AND MAN-MADE FIBER	<u>280-2720</u>	PERIODICALS: PUBLISHING, PUBLISHING AND PRINTING
<u>280-2250</u>	KNITTING MILLS	<u>280-2730</u>	BOOKS
<u>280-2260</u>	DYEING AND FINISHING TEXTILES, EXCEPT WOOL FABRICS AND KNIT GOODS	<u>280-2740</u>	MISCELLANEOUS PUBLISHING
<u>280-2270</u>	FLOOR COVERING MILLS	<u>280-2750</u>	COMMERCIAL PRINTING
<u>280-2280</u>	YARN AND THREAD MILLS	<u>280-2760</u>	MANIFOLD BUSINESS FORMS
<u>280-2290</u>	MISCELLANEOUS TEXTILE GOODS	<u>280-2770</u>	GREETING CARD PUBLISHING
<u>280-2300</u>	APPAREL AND OTHER FINISHED PRODUCTS MADE FROM FABRICS AND SIMILAR MATERIALS	<u>280-2780</u>	BLANKBOOKS, LOOSELEAF BINDERS, AND BOOKBINDING AND RELATED WORK
<u>280-2310</u>	MEN'S, YOUTHS', AND BOYS' SUITS, COATS, AND OVERCOATS	<u>280-2790</u>	SERVICE INDUSTRIES FOR THE PRINTING TRADE
<u>280-2320</u>	MEN'S, YOUTHS' AND BOYS' FURNISHINGS, WORK CLOTHING, AND ALLIED GARMENTS	<u>280-2800</u>	CHEMICALS AND ALLIED PRODUCTS
<u>280-2330</u>	WOMEN'S, MISSES', AND JUNIORS' OUTERWEAR	<u>280-2810</u>	INDUSTRIAL INORGANIC CHEMICALS
<u>280-2340</u>	WOMEN'S, MISSES', CHILDREN'S, AND INFANTS' UNDERGARMENTS	<u>280-2820</u>	PLASTICS MATERIALS AND SYNTHETIC RESINS, SYNTHETIC RUBBER, SYNTHETIC AND OTHER MAN-MADE FIBERS, EXCEPT GLASS
<u>280-2350</u>	HATS, CAPS AND MILLINERY	<u>280-2830</u>	DRUGS
<u>280-2360</u>	GIRLS', CHILDREN'S, AND INFANTS' OUTERWEAR	<u>280-2840</u>	SOAP, DETERGENTS, AND CLEANING PREPARATIONS, PERFUMES, COSMETICS, AND OTHER TOILET PREPARATIONS
<u>280-2370</u>	FUR GOODS	<u>280-2850</u>	PAINTS, VARNISHES, LACQUERS, ENAMELS, AND ALLIED PRODUCTS
<u>280-2380</u>	MISCELLANEOUS APPAREL AND ACCESSORIES	<u>280-2860</u>	INDUSTRIAL ORGANIC CHEMICALS
<u>280-2390</u>	MISCELLANEOUS FABRICATED TEXTILE PRODUCTS	<u>280-2870</u>	AGRICULTURAL CHEMICALS
<u>280-2400</u>	LUMBER AND WOOD PRODUCTS, EXCEPT FURNITURE	<u>280-2890</u>	MISCELLANEOUS CHEMICAL PRODUCTS
<u>280-2410</u>	LOGGING CAMPS AND LOGGING CONTRACTORS	<u>280-2900</u>	PETROLEUM REFINING AND RELATED INDUSTRIES
<u>280-2420</u>	SAWMILLS AND PLANING MILLS	<u>280-2910</u>	PETROLEUM REFINING
<u>280-2430</u>	MILLWORK, VENEER, PLYWOOD, AND STRUCTURAL WOOD MEMBERS	<u>280-2950</u>	PAVING AND ROOFING MATERIALS
<u>280-2440</u>	WOOD CONTAINERS	<u>280-2990</u>	MISCELLANEOUS PRODUCTS OF PETROLEUM AND COAL
<u>280-2450</u>	WOOD BUILDINGS AND MOBILE HOMES	<u>280-3000</u>	RUBBER AND MISCELLANEOUS PLASTICS PRODUCTS
<u>280-2490</u>	MISCELLANEOUS WOOD PRODUCTS	<u>280-3010</u>	TIRES AND INNER TUBES
<u>280-2500</u>	FURNITURE AND FIXTURES	<u>280-3020</u>	RUBBER AND PLASTICS FOOTWEAR
<u>280-2510</u>	HOUSEHOLD FURNITURE	<u>280-3030</u>	RECLAIMED RUBBER
<u>280-2520</u>	OFFICE FURNITURE	<u>280-3040</u>	RUBBER AND PLASTICS HOSE AND BELTING
<u>280-2530</u>	PUBLIC BUILDING AND RELATED FURNITURE	<u>280-3060</u>	FABRICATED RUBBER PRODUCTS, NOT ELSEWHERE CLASSIFIED
<u>280-2540</u>	PARTITIONS, SHELVING, LOCKERS, AND OFFICE AND STORE FIXTURES	<u>280-3070</u>	MISCELLANEOUS PLASTICS PRODUCTS
<u>280-2590</u>	MISCELLANEOUS FURNITURE AND FIXTURES	<u>280-3100</u>	LEATHER AND LEATHER PRODUCTS
<u>280-2600</u>	PAPER AND ALLIED PRODUCTS	<u>280-3110</u>	LEATHER TANNING AND FINISHING
<u>280-2610</u>	PULP MILLS	<u>280-3130</u>	BOOT AND SHOE CUT STOCK AND FINDINGS
<u>280-2620</u>	PAPER MILLS, EXCEPT BUILDING PAPER MILLS	<u>280-3140</u>	FOOTWEAR, EXCEPT RUBBER
		<u>280-3150</u>	LEATHER GLOVES AND MITTENS

<u>280-3160</u>	LUGGAGE	<u>280-3540</u>	METALWORKING MACHINERY AND EQUIPMENT
<u>280-3170</u>	HANDBAGS AND OTHER PERSONAL LEATHER GOODS	<u>280-3550</u>	SPECIAL INDUSTRY MACHINERY, EXCEPT METAL WORKING MACHINERY
<u>280-3190</u>	LEATHER GOODS, NOT ELSEWHERE CLASSIFIED	<u>280-3560</u>	GENERAL INDUSTRIAL MACHINERY AND EQUIPMENT
<u>280-3200</u>	STONE, CLAY, GLASS, AND CONCRETE PRODUCTS	<u>280-3570</u>	OFFICE, COMPUTING, AND ACCOUNTING MACHINES
<u>280-3210</u>	FLAT GLASS	<u>280-3580</u>	REFRIGERATION AND SERVICE INDUSTRY MACHINERY
<u>280-3220</u>	GLASS AND GLASSWARE, PRESSED OR BLOWN	<u>280-3590</u>	MISCELLANEOUS MACHINERY, EXCEPT ELECTRICAL
<u>280-3230</u>	GLASS PRODUCTS, MADE OF PURCHASED GLASS	<u>280-3600</u>	ELECTRICAL AND ELECTRONIC MACHINERY, EQUIPMENT, AND SUPPLIES
<u>280-3240</u>	CEMENT, HYDRAULIC	<u>280-3610</u>	ELECTRIC TRANSMISSION AND DISTRIBUTION EQUIPMENT
<u>280-3250</u>	STRUCTURAL CLAY PRODUCTS	<u>280-3620</u>	ELECTRICAL INDUSTRIAL APPARATUS
<u>280-3260</u>	POTTERY AND RELATED PRODUCTS	<u>280-3630</u>	HOUSEHOLD APPLIANCES
<u>280-3270</u>	CONCRETE, GYPSUM, AND PLASTER PRODUCTS	<u>280-3640</u>	ELECTRIC LIGHTING AND WIRING EQUIPMENT
<u>280-3280</u>	CUT STONE AND STONE PRODUCTS	<u>280-3650</u>	RADIO AND TELEVISION RECEIVING SETS, EXCEPT COMMUNICATION TYPES
<u>280-3290</u>	ABRASIVE, ASBESTOS, AND MISCELLANEOUS NONMETALLIC MINERAL PRODUCTS	<u>280-3660</u>	COMMUNICATION EQUIPMENT
<u>280-3300</u>	PRIMARY METAL INDUSTRIES	<u>280-3670</u>	ELECTRONIC COMPONENTS AND ACCESSORIES
<u>280-3310</u>	BLAST FURNACES, STEEL WORKS, AND ROLLING AND FINISHING MILLS	<u>280-3690</u>	MISCELLANEOUS ELECTRICAL MACHINERY, EQUIPMENT, AND SUPPLIES
<u>280-3320</u>	IRON AND STEEL FOUNDRIES	<u>280-3700</u>	TRANSPORTATION EQUIPMENT
<u>280-3330</u>	PRIMARY SMELTING AND REFINING OF NONFERROUS METALS	<u>280-3710</u>	MOTOR VEHICLES AND MOTOR VEHICLES EQUIPMENT
<u>280-3340</u>	SECONDARY SMELTING AND REFINING OF NONFERROUS METALS	<u>280-3720</u>	AIRCRAFT AND PARTS
<u>280-3350</u>	ROLLING, DRAWING AND EXTRUDING OF NONFERROUS METALS	<u>280-3730</u>	SHIP AND BOAT BUILDING AND REPAIRING
<u>280-3360</u>	NONFERROUS FOUNDRIES (CASTINGS)	<u>280-3740</u>	RAILROAD EQUIPMENT
<u>280-3390</u>	MISCELLANEOUS PRIMARY METAL PRODUCTS	<u>280-3750</u>	MOTORCYCLES, BICYCLES, AND PARTS
<u>280-3400</u>	FABRICATED METAL PRODUCTS, EXCEPT MACHINERY AND TRANSPORTATION EQUIPMENT	<u>280-3760</u>	GUIDED MISSILES AND SPACE VEHICLES AND PARTS
<u>280-3410</u>	METAL CANS AND SHIPPING CONTAINERS	<u>280-3790</u>	MISCELLANEOUS TRANSPORTATION EQUIPMENT
<u>280-3420</u>	CUTLERY, HAND TOOLS, AND GENERAL HARDWARE	<u>280-3800</u>	MEASURING, ANALYZING, AND CONTROLLING INSTRUMENTS; PHOTOGRAPHIC, MEDICAL, AND OPTICAL GOODS; WATCHES AND CLOCKS
<u>280-3430</u>	HEATING EQUIPMENT, EXCEPT ELECTRIC AND WARM AIR; AND PLUMBING FIXTURES	<u>280-3810</u>	ENGINEERING, LABORATORY, SCIENTIFIC, AND RESEARCH INSTRUMENTS AND ASSOCIATED EQUIPMENT
<u>280-3440</u>	FABRICATED STRUCTURAL METAL PRODUCTS	<u>280-3820</u>	MEASURING AND CONTROLLING INSTRUMENTS
<u>280-3450</u>	SCREW MACHINE PRODUCTS, AND BOLTS, NUTS, SCREWS	<u>280-3830</u>	OPTICAL INSTRUMENTS AND LENSES
<u>280-3460</u>	METAL FORGINGS AND STAMPINGS	<u>280-3840</u>	SURGICAL, MEDICAL, AND DENTAL INSTRUMENTS AND SUPPLIES
<u>280-3470</u>	COATING, ENGRAVING, AND ALLIED SERVICES	<u>280-3850</u>	OPHTHALMIC GOODS
<u>280-3480</u>	ORDNANCE AND ACCESSORIES, EXCEPT VEHICLES AND GUIDED MISSILES	<u>280-3860</u>	PHOTOGRAPHIC EQUIPMENT AND SUPPLIES
<u>280-3490</u>	MISCELLANEOUS FABRICATED METAL PRODUCTS	<u>280-3870</u>	WATCHES, CLOCKS, CLOCKWORK OPERATED DEVICES, AND PARTS
<u>280-3500</u>	MACHINERY, EXCEPT ELECTRICAL		
<u>280-3510</u>	ENGINES AND TURBINES		
<u>280-3520</u>	FARM AND GARDEN MACHINERY AND EQUIPMENT		
<u>280-3530</u>	CONSTRUCTION, MINING, AND MATERIALS HANDLING MACHINERY AND EQUIPMENT		

<u>280-3900</u>	MISCELLANEOUS MANUFACTURING	<u>280-4740</u>	RENTAL OF RAILROAD CARS
<u>280-3910</u>	JEWELRY, SILVERWARE, AND PLATED WARE	<u>280-4780</u>	MISCELLANEOUS SERVICES INCIDENTAL TO TRANSPORTATION
<u>280-3930</u>	MUSICAL INSTRUMENTS	<u>280-4800</u>	COMMUNICATION
<u>280-3940</u>	TOYS AND AMUSEMENT, SPORTING, AND ATHLETIC GOODS	<u>280-4810</u>	TELEPHONE COMMUNICATION (WIRE OR RADIO)
<u>280-3950</u>	PENS, PENCILS, AND OTHER OFFICE AND ARTISTS' MATERIALS	<u>280-4820</u>	TELEGRAPH COMMUNICATION (WIRE OR RADIO)
<u>280-3960</u>	COSTUME JEWELRY, COSTUME NOVELTIES, BUTTONS, AND MISCELLANEOUS NOTIONS, EXCEPT PRECIOUS METAL	<u>280-4830</u>	RADIO AND TELEVISION BROADCASTING
<u>280-3990</u>	MISCELLANEOUS MANUFACTURING INDUSTRIES	<u>280-4890</u>	COMMUNICATION SERVICES, NOT ELSEWHERE CLASSIFIED
<u>280-4000</u>	RAILROAD TRANSPORTATION	<u>280-4900</u>	ELECTRIC, GAS, AND SANITARY SERVICES
<u>280-4010</u>	RAILROADS	<u>280-4910</u>	ELECTRIC SERVICES
<u>280-4040</u>	RAILWAY EXPRESS SERVICE	<u>280-4920</u>	GAS PRODUCTION AND DISTRIBUTION
<u>280-4100</u>	LOCAL AND SUBURBAN TRANSIT AND INTERURBAN HIGHWAY PASSENGER TRANSPORTATION	<u>280-4930</u>	COMBINATION ELECTRIC AND GAS, AND OTHER UTILITY SERVICES
<u>280-4110</u>	LOCAL AND SUBURBAN PASSENGER TRANSPORTATION	<u>280-4940</u>	WATER SUPPLY
<u>280-4120</u>	TAXICABS	<u>280-4950</u>	SANITARY SERVICES
<u>280-4130</u>	INTERCITY AND RURAL HIGHWAY PASSENGER TRANSPORTATION	<u>280-4960</u>	STEAM SUPPLY
<u>280-4140</u>	PASSENGER TRANSPORTATION CHARTER SERVICE	<u>280-4970</u>	IRRIGATION SYSTEMS
<u>280-4150</u>	SCHOOL BUSES	<u>280-5000</u>	WHOLESALE TRADE - DURABLE GOODS
<u>280-4170</u>	TERMINAL AND SERVICE FACILITIES FOR MOTOR VEHICLE PASSENGER TRANSPORTATION	<u>280-5010</u>	MOTOR VEHICLES AND AUTOMOTIVE PARTS AND SUPPLIES
<u>280-4200</u>	MOTOR FREIGHT TRANSPORTATION AND WAREHOUSING	<u>280-5020</u>	FURNITURE AND HOME FURNISHINGS
<u>280-4210</u>	TRUCKING, LOCAL AND LONG DISTANCE	<u>280-5030</u>	LUMBER AND OTHER CONSTRUCTION MATERIALS
<u>280-4220</u>	PUBLIC WAREHOUSING	<u>280-5040</u>	SPORTING, RECREATIONAL, PHOTOGRAPHIC, AND HOBBY GOODS, TOYS AND SUPPLIES
<u>280-4230</u>	TERMINAL AND JOINT TERMINAL MAINTENANCE FACILITIES FOR MOTOR FREIGHT TRANSPORTATION	<u>280-5050</u>	METALS AND MINERALS, EXCEPT PETROLEUM
<u>280-4310</u>	U. S. POSTAL SERVICE	<u>280-5060</u>	ELECTRICAL GOODS
<u>280-4400</u>	WATER TRANSPORTATION	<u>280-5070</u>	HARDWARE, AND PLUMBING AND HEATING EQUIPMENT AND SUPPLIES
<u>280-4410</u>	DEEP SEA FOREIGN TRANSPORTATION	<u>280-5080</u>	MACHINERY, EQUIPMENT, AND SUPPLIES
<u>280-4420</u>	DEEP SEA DOMESTIC TRANSPORTATION	<u>280-5090</u>	MISCELLANEOUS DURABLE GOODS
<u>280-4430</u>	GREAT LAKES-ST. LAWRENCE SEAWAY TRANSPORTATION	<u>280-5100</u>	WHOLESALE TRADE - NONDURABLE GOODS
<u>280-4440</u>	TRANSPORTATION ON RIVERS AND CANALS	<u>280-5110</u>	PAPER AND PAPER PRODUCTS
<u>280-4450</u>	LOCAL WATER TRANSPORTATION	<u>280-5120</u>	DRUGS, DRUG PROPRIETARIES AND DRUGGISTS' SUNDRIES
<u>280-4460</u>	SERVICES INCIDENTAL TO WATER TRANSPORTATION	<u>280-5130</u>	APPAREL, PIECE GOODS, AND NOTIONS
<u>280-4500</u>	TRANSPORTATION BY AIR	<u>280-5140</u>	GROCERIES AND RELATED PRODUCTS
<u>280-4510</u>	AIR TRANSPORTATION, CERTIFICATED CARRIERS	<u>280-5150</u>	FARM-PRODUCT RAW MATERIALS
<u>280-4520</u>	AIR TRANSPORTATION, NONCERTIFICATED CARRIERS	<u>280-5160</u>	CHEMICALS AND ALLIED PRODUCTS
<u>280-4580</u>	FIXED FACILITIES AND SERVICES RELATED TO AIR TRANSPORTATION	<u>280-5170</u>	PETROLEUM AND PETROLEUM PRODUCTS
<u>280-4600</u>	PIPE LINES, EXCEPT NATURAL GAS	<u>280-5180</u>	BEER, WINE, AND DISTILLED ALCOHOLIC BEVERAGES
<u>280-4700</u>	TRANSPORTATION SERVICES	<u>280-5190</u>	MISCELLANEOUS NONDURABLE GOODS
<u>280-4710</u>	FREIGHT FORWARDING	<u>280-5200</u>	BUILDING MATERIALS, HARDWARE, GARDEN SUPPLY, AND MOBILE HOME DEALERS
<u>280-4720</u>	ARRANGEMENT OF TRANSPORTATION	<u>280-5210</u>	LUMBER AND OTHER BUILDING MATERIALS DEALERS
		<u>280-5230</u>	PAINT, GLASS, AND WALLPAPER STORES

<u>280-5250</u>	HARDWARE STORES	<u>280-5960</u>	NONSTORE RETAILERS
<u>280-5260</u>	RETAIL NURSERIES, LAWN AND GARDEN SUPPLY STORES	<u>280-5980</u>	FUEL AND ICE DEALERS
<u>280-5270</u>	MOBILE HOME DEALERS	<u>280-5990</u>	RETAIL STORES, NOT ELSEWHERE CLASSIFIED
<u>280-5300</u>	GENERAL MERCHANDISE STORES	<u>280-6000</u>	BANKING
<u>280-5310</u>	DEPARTMENT STORES	<u>280-6010</u>	FEDERAL RESERVE BANKS
<u>280-5330</u>	VARIETY STORES	<u>280-6020</u>	COMMERCIAL AND STOCK SAVINGS BANKS
<u>280-5390</u>	MISCELLANEOUS GENERAL MERCHANDISE STORES	<u>280-6030</u>	MUTUAL SAVINGS BANKS
<u>280-5400</u>	FOOD STORES	<u>280-6040</u>	TRUST COMPANIES NOT ENGAGED IN DEPOSIT BANKING
<u>280-5410</u>	GROCERY STORES	<u>280-6050</u>	ESTABLISHMENTS PERFORMING FUNCTIONS CLOSELY RELATED TO BANKING
<u>280-5420</u>	MEAT AND FISH (SEAFOOD) MARKETS, INCLUDING FREEZER PROVISIONERS	<u>280-6100</u>	CREDIT AGENCIES OTHER THAN BANKS
<u>280-5430</u>	FRUIT STORES AND VEGETABLE MARKETS	<u>280-6110</u>	REDISCOUNT AND FINANCING INSTITUTIONS FOR CREDIT AGENCIES OTHER THAN BANKS
<u>280-5440</u>	CANDY, NUT, AND CONFECTIONERY STORES	<u>280-6120</u>	SAVINGS AND LOAN ASSOCIATIONS
<u>280-5450</u>	DAIRY PRODUCTS STORES	<u>280-6130</u>	AGRICULTURAL CREDIT INSTITUTIONS
<u>280-5460</u>	RETAIL BAKERIES	<u>280-6140</u>	PERSONAL CREDIT INSTITUTIONS
<u>280-5490</u>	MISCELLANEOUS FOOD STORES	<u>280-6150</u>	BUSINESS CREDIT INSTITUTIONS
<u>280-5500</u>	AUTOMOTIVE DEALERS AND GASOLINE SERVICE STATIONS	<u>280-6160</u>	MORTGAGE BANKERS AND BROKERS
<u>280-5510</u>	MOTOR VEHICLE DEALERS (NEW AND USED)	<u>280-6200</u>	SECURITY AND COMMODITY BROKERS, DEALERS, EXCHANGES, AND SERVICES
<u>280-5520</u>	MOTOR VEHICLE DEALERS (USED ONLY)	<u>280-6210</u>	SECURITY BROKERS, DEALERS, AND FLOTATION COMPANIES
<u>280-5530</u>	AUTO AND HOME SUPPLY STORES	<u>280-6220</u>	COMMODITY CONTRACTS BROKERS AND DEALERS
<u>280-5540</u>	GASOLINE SERVICE STATIONS	<u>280-6230</u>	SECURITY AND COMMODITY EXCHANGES
<u>280-5550</u>	BOAT DEALERS	<u>280-6280</u>	SERVICES ALLIED WITH THE EXCHANGE OF SECURITIES OR COMMODITIES
<u>280-5560</u>	RECREATIONAL AND UTILITY TRAILER DEALERS	<u>280-6300</u>	INSURANCE
<u>280-5570</u>	MOTORCYCLE DEALERS	<u>280-6310</u>	LIFE INSURANCE
<u>280-5590</u>	AUTOMOTIVE DEALERS, NOT ELSEWHERE CLASSIFIED	<u>280-6320</u>	ACCIDENT AND HEALTH INSURANCE AND MEDICAL SERVICE PLANS
<u>280-5600</u>	APPAREL AND ACCESSORY STORES	<u>280-6330</u>	FIRE, MARINE, AND CASUALTY INSURANCE
<u>280-5610</u>	MEN'S AND BOYS' CLOTHING AND FURNISHINGS STORES	<u>280-6350</u>	SURETY INSURANCE
<u>280-5620</u>	WOMEN'S READY-TO-WEAR STORES	<u>280-6360</u>	TITLE INSURANCE
<u>280-5630</u>	WOMEN'S ACCESSORY AND SPECIALTY STORES	<u>280-6370</u>	PENSION, HEALTH, AND WELFARE FUNDS
<u>280-5640</u>	CHILDREN'S AND INFANTS' WEAR STORES	<u>280-6390</u>	INSURANCE CARRIERS, NOT ELSEWHERE CLASSIFIED
<u>280-5650</u>	FAMILY CLOTHING STORES	<u>280-6400</u>	INSURANCE AGENTS, BROKERS, AND SERVICE
<u>280-5660</u>	SHOE STORES	<u>280-6500</u>	REAL ESTATE
<u>280-5680</u>	FURRIERS AND FUR SHOPS	<u>280-6510</u>	REAL ESTATE OPERATORS (EXCEPT DEVELOPERS) AND LESSORS
<u>280-5690</u>	MISCELLANEOUS APPAREL AND ACCESSORY STORES	<u>280-6530</u>	REAL ESTATE AGENTS AND MANAGERS
<u>280-5700</u>	FURNITURE, HOME FURNISHINGS AND EQUIPMENT STORES	<u>280-6540</u>	TITLE ABSTRACT OFFICES
<u>280-5710</u>	FURNITURE, HOME FURNISHINGS, AND EQUIPMENT STORES, EXCEPT APPLIANCES	<u>280-6550</u>	SUBDIVIDERS AND DEVELOPERS
<u>280-5720</u>	HOUSEHOLD APPLIANCE STORES	<u>280-6600</u>	COMBINATIONS OF REAL ESTATE, INSURANCE, LOANS, LAW OFFICES
<u>280-5730</u>	RADIO, TELEVISION, AND MUSIC STORES	<u>280-6700</u>	HOLDING AND OTHER INVESTMENT OFFICES
<u>280-5800</u>	EATING AND DRINKING PLACES	<u>280-6710</u>	HOLDING OFFICES
<u>280-5900</u>	MISCELLANEOUS RETAIL	<u>280-6720</u>	INVESTMENT OFFICES
<u>280-5910</u>	DRUG STORES AND PROPRIETARY STORES		
<u>280-5920</u>	LIQUOR STORES		
<u>280-5930</u>	USED MERCHANDISE STORES		
<u>280-5940</u>	MISCELLANEOUS SHOPPING GOODS STORES		

<u>280-6730</u>	TRUSTS	<u>280-7900</u>	AMUSEMENT AND RECREATION SERVICES, EXCEPT MOTION PICTURES
<u>280-6790</u>	MISCELLANEOUS INVESTING	<u>280-7910</u>	DANCE HALLS, STUDIOS, AND SCHOOLS
<u>280-7000</u>	HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES	<u>280-7920</u>	THEATRICAL PRODUCERS (EXCEPT MOTION PICTURES), BANDS, ORCHESTRAS, AND ENTERTAINERS
<u>280-7010</u>	HOTELS, MOTELS, AND TOURIST COURTS	<u>280-7930</u>	BOWLING ALLEYS AND BILLIARD AND POOL ESTABLISHMENTS
<u>280-7020</u>	ROOMING AND BOARDING HOUSES	<u>280-7940</u>	COMMERCIAL SPORTS
<u>280-7030</u>	CAMPS AND TRAILERING PARKS	<u>280-7990</u>	MISCELLANEOUS AMUSEMENT AND RECREATION SERVICES
<u>280-7040</u>	ORGANIZATION HOTELS AND LODGING HOUSES, ON MEMBERSHIP BASIS	<u>280-7990-0100-0000</u>	casinos
<u>280-7200</u>	PERSONAL SERVICES	<u>280-8000</u>	HEALTH SERVICES
<u>280-7210</u>	LAUNDRY, CLEANING, AND GARMENT SERVICES	<u>280-8010</u>	OFFICES OF PHYSICIANS
<u>280-7220</u>	PHOTOGRAPHIC STUDIOS, PORTRAIT	<u>280-8020</u>	OFFICES OF DENTISTS
<u>280-7230</u>	BEAUTY SHOPS	<u>280-8030</u>	OFFICES OF OSTEOPATHIC PHYSICIANS
<u>280-7240</u>	BARBER SHOPS	<u>280-8040</u>	OFFICES OF OTHER HEALTH PRACTITIONERS
<u>280-7250</u>	SHOE REPAIR SHOPS, SHOE SHINE PARLORS, AND HAT CLEANING SHOPS	<u>280-8050</u>	NURSING AND PERSONAL CARE FACILITIES
<u>280-7260</u>	FUNERAL SERVICE AND CREMATORIES	<u>280-8060</u>	HOSPITALS
<u>280-7290</u>	MISCELLANEOUS PERSONAL SERVICES	<u>280-8070</u>	MEDICAL AND DENTAL LABORATORIES
<u>280-7300</u>	BUSINESS SERVICES	<u>280-8080</u>	OUTPATIENT CARE FACILITIES
<u>280-7310</u>	ADVERTISING	<u>280-8090</u>	HEALTH AND ALLIED SERVICES, NOT ELSEWHERE CLASSIFIED
<u>280-7320</u>	CONSUMER CREDIT REPORTING AGENCIES, MERCANTILE REPORTING AGENCIES, AND ADJUSTMENT AND COLLECTION AGENCIES	<u>280-8100</u>	LEGAL SERVICES
<u>280-7330</u>	MAILING, REPRODUCTION, COMMERCIAL ART AND PHOTOGRAPHY, AND STENOGRAPHIC SERVICES	<u>280-8200</u>	EDUCATIONAL SERVICES
<u>280-7340</u>	SERVICES TO DWELLINGS AND OTHER BUILDINGS	<u>280-8210</u>	ELEMENTARY AND SECONDARY SCHOOLS
<u>280-7350</u>	NEWS SYNDICATES	<u>280-8220</u>	COLLEGES, UNIVERSITIES, PROFESSIONAL SCHOOLS, AND JUNIOR COLLEGES
<u>280-7360</u>	PERSONNEL SUPPLY SERVICES	<u>280-8230</u>	LIBRARIES AND INFORMATION CENTERS
<u>280-7370</u>	COMPUTER AND DATA PROCESSING SERVICES	<u>280-8240</u>	CORRESPONDENCE SCHOOLS AND VOCATIONAL SCHOOLS
<u>280-7390</u>	MISCELLANEOUS BUSINESS SERVICES	<u>280-8290</u>	SCHOOLS AND EDUCATIONAL SERVICES, NOT ELSEWHERE CLASSIFIED
<u>280-7500</u>	AUTOMOTIVE REPAIR, SERVICES, AND GARAGES	<u>280-8300</u>	SOCIAL SERVICES
<u>280-7510</u>	AUTOMOTIVE RENTAL AND LEASING, WITHOUT DRIVERS	<u>280-8320</u>	INDIVIDUAL, FAMILY, AND COMMUNITY SOCIAL SERVICES
<u>280-7520</u>	AUTOMOBILE PARKING	<u>280-8330</u>	JOB TRAINING AND VOCATIONAL REHABILITATION SERVICES
<u>280-7530</u>	AUTOMOTIVE REPAIR SHOPS	<u>280-8350</u>	CHILD DAY CARE SERVICES
<u>280-7540</u>	AUTOMOTIVE SERVICES, EXCEPT REPAIR	<u>280-8360</u>	RESIDENTIAL CARE
<u>280-7550</u>	GASOLINE SERVICE STATIONS	<u>280-8390</u>	SOCIAL SERVICES, NOT ELSEWHERE CLASSIFIED
<u>280-7600</u>	MISCELLANEOUS REPAIR SERVICES	<u>280-8400</u>	MUSEUMS, ART GALLERIES, BOTANICAL AND ZOOLOGICAL GARDENS
<u>280-7620</u>	ELECTRICAL REPAIR SHOPS	<u>280-8410</u>	MUSEUMS AND ART GALLERIES
<u>280-7630</u>	WATCH, CLOCK, AND JEWELRY REPAIR	<u>280-8420</u>	ARBORETA, BOTANICAL AND ZOOLOGICAL GARDENS
<u>280-7640</u>	REUPHOLSTERY AND FURNITURE REPAIR	<u>280-8600</u>	MEMBERSHIP ORGANIZATIONS
<u>280-7690</u>	MISCELLANEOUS REPAIR SHOPS AND RELATED SERVICES	<u>280-8610</u>	BUSINESS ASSOCIATIONS
<u>280-7800</u>	MOTION PICTURES	<u>280-8620</u>	PROFESSIONAL MEMBERSHIP ORGANIZATIONS
<u>280-7810</u>	MOTION PICTURE PRODUCTION AND ALLIED SERVICES	<u>280-8630</u>	LABOR UNIONS AND SIMILAR LABOR ORGANIZATIONS
<u>280-7820</u>	MOTION PICTURE DISTRIBUTION AND ALLIED SERVICES		
<u>280-7830</u>	MOTION PICTURE THEATERS		

<u>280-8640</u>	CIVIC, SOCIAL, AND FRATERNAL ASSOCIATIONS	<u>280-9430</u>	ADMINISTRATION OF PUBLIC HEALTH PROGRAMS
<u>280-8650</u>	POLITICAL ORGANIZATIONS	<u>280-9440</u>	ADMINISTRATION OF SOCIAL, MANPOWER, AND INCOME MAINTENANCE PROGRAMS
<u>280-8660</u>	RELIGIOUS ORGANIZATIONS	<u>280-9450</u>	ADMINISTRATION OF VETERANS' AFFAIRS, EXCEPT HEALTH AND INSURANCE
<u>280-8670</u>	CHARITABLE ORGANIZATIONS	<u>280-9500</u>	ADMINISTRATION OF ENVIRONMENTAL QUALITY AND HOUSING PROGRAMS
<u>280-8690</u>	MEMBERSHIP ORGANIZATIONS, NOT ELSEWHERE CLASSIFIED	<u>280-9510</u>	ADMINISTRATION OF ENVIRONMENTAL QUALITY PROGRAMS
<u>280-8800</u>	PRIVATE HOUSEHOLDS	<u>280-9530</u>	ADMINISTRATION OF HOUSING AND URBAN DEVELOPMENT PROGRAMS
<u>280-8900</u>	MISCELLANEOUS SERVICES	<u>280-9600</u>	ADMINISTRATION OF ECONOMIC PROGRAMS
<u>280-8910</u>	ENGINEERING, ARCHITECTURAL, AND SURVEYING SERVICES	<u>280-9610</u>	ADMINISTRATION OF GENERAL ECONOMIC PROGRAMS
<u>280-8920</u>	NONCOMMERCIAL EDUCATIONAL, SCIENTIFIC, AND RESEARCH ORGANIZATIONS	<u>280-9620</u>	REGULATION AND ADMINISTRATION OF TRANSPORTATION PROGRAMS
<u>280-8930</u>	ACCOUNTING, AUDITING, AND BOOKKEEPING SERVICES	<u>280-9630</u>	REGULATION AND ADMINISTRATION OF COMMUNICATION ELECTRIC, GAS, AND OTHER UTILITIES
<u>280-8990</u>	SERVICES, NOT ELSEWHERE CLASSIFIED	<u>280-9640</u>	REGULATION OF AGRICULTURAL MARKETING AND COMMODITIES
<u>280-9100</u>	EXECUTIVE, LEGISLATIVE, AND GENERAL GOVERNMENT, EXCEPT FINANCE	<u>280-9650</u>	REGULATION, LICENSING, AND INSPECTION OF MISCELLANEOUS COMMERCIAL SECTORS
<u>280-9110</u>	EXECUTIVE OFFICES	<u>280-9660</u>	SPACE RESEARCH AND TECHNOLOGY
<u>280-9120</u>	LEGISLATIVE BODIES	<u>280-9700</u>	NATIONAL SECURITY AND INTERNATIONAL AFFAIRS
<u>280-9130</u>	EXECUTIVE AND LEGISLATIVE OFFICES COMBINED	<u>280-9900</u>	NONCLASSIFIABLE ESTABLISHMENTS
<u>280-9190</u>	GENERAL GOVERNMENT, NOT ELSEWHERE CLASSIFIED		
<u>280-9200</u>	JUSTICE, PUBLIC ORDER, AND SAFETY		
<u>280-9210</u>	COURTS		
<u>280-9220</u>	PUBLIC ORDER AND SAFETY		
<u>280-9300</u>	PUBLIC FINANCE, TAXATION, AND MONETARY POLICY		
<u>280-9400</u>	ADMINISTRATION OF HUMAN RESOURCES PROGRAMS		
<u>280-9410</u>	ADMINISTRATION OF EDUCATIONAL PROGRAMS		

**300 INVESTIGATION AND
CERTIFICATION OF
REPRESENTATIVE**

301 GENERALLY

**301-5000 EXISTENCE OF QUESTION OF
REPRESENTATION**

308 WHO MAY RAISE QUESTION OF
REPRESENTATION

308-0100 GENERALLY

308-2000 EMPLOYEE OR GROUP OF
EMPLOYEES

308-4000 INDIVIDUAL

308-4050 WHEN ACTING ON BEHALF OF
EMPLOYEES

308-6000 LABOR ORGANIZATION

308-6050 WHEN ACTING ON BEHALF OF
EMPLOYEES

308-8000 EMPLOYER

308-8050 WHEN CLAIM TO BE RECOGNIZED
HAS BEEN PRESENTED

316 HOW QUESTION OF REPRESENTATION
IS RAISED

316-0100 GENERALLY

**316-3300 DEMAND FOR AND REFUSAL OF
RECOGNITION**

316-3301 GENERALLY

316-3301-5000-0000 Demand to represent
employees as accretion to existing unit does
not raise question of representation

316-3325 SUFFICIENCY OF DEMAND

316-3325-3300-0000 Adequacy of description of
unit

316-3325-6700-0000 Support for demand

316-3350 TIMELINESS OF DEMAND

316-3375 IMPLIED DEMAND

**316-3390 SUBSTITUTION OF OR AFFILIATION
WITH ANOTHER BARGAINING
REPRESENTATIVE**

316-6700 FILING OF PETITION FOR ELECTION

316-6701 GENERALLY

316-6701-3300-0000 Filing of petition as demand
for recognition

316-6701-5000-0000 Filing of petition in seasonal
or construction industries

316-6701-6700-0000 Filing of petition where
representative and substantial employee
complement not hired

316-6701-8300-0000 Filing of petition where
change in operations contemplated or affected

316-6717 ADEQUACY OF PETITION

316-6717-0100-0000 Generally

316-6717-3300-0000 As to description of
representative seeking certification

316-6717-6700-0000 As to description of unit

316-6725 PETITION BY EMPLOYER

316-6725-5000-0000 Objective considerations

**316-6733 PETITION FOR DECERTIFICATION OF
REPRESENTATIVE**

316-6733-0100-0000 Generally

316-6733-5000-0000 Settlement agreement

**316-6750 PETITION BY EMPLOYER
ASSOCIATION**

316-6750-5000-0000 Authority of association to
file on behalf of employers

**316-6767 PETITION BY PARTICIPANT IN JOINT
BARGAINING**

**316-6783 PETITION BY RECOGNIZED OR
CONTRACTING UNION**

316-6783-2500-0000 By uncertified incumbent
union

316-6783-3700-0000 By certified union

316-6783-5000-0000 By successor to recognized
union

324	SHOWING OF INTEREST IN REPRESENTATION		
324-0100	GENERALLY		
324-0125	INTEREST REQUIREMENT AS BOARD POLICY		
324-0150	PURPOSE OF REQUIREMENT TO LIMIT ELECTIONS TO THOSE SITUATIONS WHERE THERE IS ENOUGH INTEREST TO JUSTIFY THEM		
324-0175	ELECTION, NOT SHOWING OF INTEREST, DETERMINES UNION'S MAJORITY STATUS		
324-0187	SHOWING NOT REQUIRED WHERE EMPLOYEES ARE UNIT ACCRETION		
324-0193	ATTEMPT TO RAISE QCR DEFEATED BY SUPERVISOR'S PARTICIPATION		
324-2000	INTEREST SHOWING AS NONLITIGABLE ADMINISTRATIVE MATTER		
324-2033	WHERE REQUIREMENT IS BOARD POLICY		
324-2067	WHERE REQUIREMENT IS STATUTORY		
324-4000	EXTENT OF INTEREST REQUIRED		
324-4001	GENERALLY		
324-4020	BY PETITIONER		
324-4020-1400-0000	Designation by at least 30 percent of employees required for showing of interest (R&R 101.18(a))		
324-4020-1450-0000	Loss of prior election does not increase requirement		
324-4020-2100-0000	Showing where union merger or affiliation occurred		
324-4020-2800-0000	Showing where multilocation or multiemployer unit sought		
324-4020-2850-0000	Showing required only in aggregate unit rather than each component		
324-4020-3000-0000	Showing where petitioner broadened original petitioned-for unit		
324-4020-4200-0000	Where Board directed unit different from that sought by petitioner		
324-4020-4233-0000	Several petitioners seeking different units		
324-4020-4267-0000	Petitioner's showing must be adequate before election held		
324-4020-5000-0000	Showing required of union when petition filed by employer		
324-4020-5600-0000	Showing for amendment of unit description in petition		
324-4020-7000-0000	Showing required for seasonal operations; e.g., construction industry		
324-4020-8400-0000	Showing required in expanding or contracting units		
324-4040	BY INTERVENOR		
324-4040-0100-0000	Generally		
324-4040-0150-0000	Thirty percent showing not required since proceeding supported by petitioner's interest		
324-4040-1700-0000	No showing required from incumbent union		
324-4040-3300-0000	Intervention interest based on current contract		
324-4040-3333-0000	Contract as colorable claim		
324-4040-3367-0000	Union successor to contracting union		
324-4040-5000-0000	Showing of 10 percent required to block consent-election agreement		
324-4040-6700-0000	Intervenor as cross-petitioner requires full showing in requested unit		
324-4040-8300-0000	Posthearing intervention		
324-4060	DEAUTHORIZATION PETITIONER		
324-4060-2500-0000	Cannot be supervisor or confidential employee		
324-4060-5000-0000	Showing of 30 percent required by section 9(e)(1)		
324-4080	RERUN ELECTIONS		
324-4080-3300-0000	New showing not required		
324-4080-6700-0000	Discretion to require current showing if excessive time has elapsed since prior election		
324-4090	DATE FOR COMPUTATION		
324-4090-0100-0000	Generally		
324-4090-1500-0000	Petition filed timely		
324-4090-3000-0000	Unit found appropriate differs from unit sought		
324-4090-4500-0000	Seasonal industry		
324-4090-6000-0000	Employer engaged in ULP		
324-4090-7500-0000	Change in unit after petition filed		
324-6000	TIME FOR SUBMISSION OF SHOWING OF INTEREST		
324-6025	BY ASSISTED UNION		
324-6033	BY PETITIONER		
324-6033-3300-0000	Showing need not be submitted with petition		
324-6033-6700-0000	Showing must be submitted within 48 hours of filing but not later than last day for filing (R&R 101.17)		
324-6067	BY INTERVENOR		
324-6067-5000-0000	Showing required at time of intervention		
324-8000	VALIDITY OF SHOWING		
324-8001	GENERALLY		
324-8025	AUTHENTICITY OF AUTHORIZATION		
324-8025-1700-0000	Must be showing of interest in representation		
324-8025-2500-0000	Promise of confidentiality		
324-8025-3300-0000	Solicitation by supervisor		
324-8025-4100-0000	Signing induced by belief majority had already signed		
324-8025-5000-0000	Authorizations to different unions		
324-8025-5700-0000	Not received by union		
324-8025-6700-0000	Fraudulent or forgery		
324-8025-7500-0000	Revoked authorizations		
324-8025-7550-0000	Employer engaged in ULP		
324-8025-8300-0000	Unsigned authorizations		
324-8050	CURRENCY OF SHOWING		
324-8050-2000-0000	Stale showing		
324-8050-2050-0000	Cards executed during previous campaign		
324-8050-4000-0000	Undated authorizations		
324-8050-6000-0000	Showing must be from employees on current payroll		
324-8050-8000-0000	Belated showing		
324-8075	DESIGNATION OF REPRESENTATIVE		

324-8075-1700-0000	Unclear union designations	324-8075-3380-0000	Of predecessor union
324-8075-3300-0000	Designation other than of	324-8075-5000-0000	Change of petitioner's
	petitioner		affiliation
324-8075-3320-0000	Of parent international	324-8075-6700-0000	Several or joint showings for
324-8075-3340-0000	Of affiliated organization		joint petitioners
324-8075-3360-0000	Of local of parent	324-8075-8300-0000	Substitution of union names
	international petitioner		

332	DISCLAIMER OF INTEREST IN BEING REPRESENTATIVE
<u>332-0100</u>	GENERALLY
<u>332-2500</u>	IN PROCEEDINGS INITIATED BY EMPLOYER
<u>332-2520</u>	WHAT CONSTITUTES DISCLAIMER
332-2520-0100-0000	Generally
332-2520-1000-0000	Unequivocal withdrawal of petition for election tantamount to disclaimer
332-2520-2000-0000	Notification of disbandment of union construed as motion to withdraw
332-2520-3000-0000	Nonappearance of claiming union at hearing on employer's petition not necessarily disclaimer
332-2520-4000-0000	Failure to attend continued hearing in another city not disclaimer
<u>332-2520-5000-0000</u>	Contracting union's attempt to have affiliate assume certified representative status not disclaimer
332-2520-6000-0000	Failure of jointly certified international union to appear at hearing not disclaimer
332-2520-6500-0000	Disclaimer of separate unit status while asserting claim to representation as accretion
332-2520-6800-0000	Disclaimer of separate unit status while asserting claim to work under existing contract
332-2520-7000-0000	Disclaimer in larger or multiemployer unit not invalidated by continuing interest in smaller unit
<u>332-2520-8000-0000</u>	In unfair labor practice proceedings
332-2520-8050-0000	Disclaimer by incumbent union
332-2520-8050-3300	Failure to negotiate new contract
332-2520-8050-6700	Verbal disclaimer in event rival union obtains majority status
<u>332-2520-9000-0000</u>	Effectiveness of disclaimer of prior action
<u>332-2520-9050-0000</u>	Union's contemporaneous and subsequent conduct as factors to be considered
<u>332-2540</u>	RESULT OF EFFECTIVE DISCLAIMER
332-2540-1700-0000	Dismissal of petition in absence of question of representation
332-2540-3300-0000	Revocation of certification where union certified
332-2540-5000-0000	Removal of contract as bar
332-2540-6700-0000	Disclaimer after decision directing election
332-2540-6750-0000	Order setting aside direction of election and dismissing petition
<u>332-2560</u>	CONDUCT OR EVENTS CONSISTENT WITH DISCLAIMER
332-2560-1000-0000	Failure to appear at hearing
332-2560-2000-0000	Filing of written statement disclaiming interest in representing employees
<u>332-2560-3000-0000</u>	Letters to employer disclaiming interest in representation

332-2560-4000-0000	Picketing subsequent to disclaimer with cessation thereof prior to hearing
<u>332-2560-5000-0000</u>	Picketing to inform public that employer does not have contract with union
332-2560-5050-0000	Despite fact that picketing continued until date of hearing
332-2560-6000-0000	Cessation of picketing prior to filing of petition or amended petition
332-2560-7000-0000	Attempt by union to secure further action on 8(a)(5) charge
<u>332-2560-7033-0000</u>	No present claim of status as majority representative
332-2560-7067-0000	Section 8(a)(5) finding requires implicit conclusion that no question concerning representation exists
332-2560-8000-0000	Union's claim that it represents only those employees on strike
332-2560-8050-0000	Where economic strikers have been permanently replaced
332-2560-9000-0000	Recent 8(b)(7)(C) proceeding involving union
<u>332-2580</u>	CONDUCT OR EVENTS INCONSISTENT WITH DISCLAIMER
<u>332-2580-0600-0000</u>	Prior unequivocal claim for immediate recognition
<u>332-2580-1200-0000</u>	Demands for bargaining
<u>332-2580-1700-0000</u>	Picketing coupled with demand for bargaining
332-2580-2300-0000	Prior picketing for recognition
332-2580-2900-0000	Picketing to persuade consumers to patronize companies having contracts with union
332-2580-3400-0000	Placing employer on unfair list while continuing picketing
332-2580-3450-0000	Constitutes present claim to recognition
332-2580-4000-0000	Picketing with signs urging employees to join union
332-2580-4600-0000	Current picketing with evidence showing prior long-term recognitional object
332-2580-5000-0000	Picketing tantamount to claim for recognition
332-2580-5600-0000	Threats of picketing
332-2580-6200-0000	Disclaimer as to association-wide or larger unit while picketing smaller unit
332-2580-6700-0000	Attempted or effective boycott of employer's products
332-2580-7300-0000	Strike as continuing claim as employees' representative
<u>332-2580-7800-0000</u>	Petition for representation
332-2580-8400-0000	Picketing with informational signs at noncustomer entrances
332-2580-9000-0000	Demands for negotiation following disclaimer
<u>332-2580-9600-0000</u>	Union's entire course of conduct
332-2580-9612-0000	Basic immediate recognitional object
332-2580-9625-0000	Failure to advise employer of relinquishment of recognitional object

332-2580-9637-0000 Failure to inquire into employer's wage structure or working conditions
332-2580-9650-0000 Threat to picket if employer did not sign contract
332-2580-9662-0000 Picketing with "Do not patronize" signs
332-2580-9675-0000 Continued picketing, with only slight modification of recognitional picket sign
332-2580-9687-0000 Statement that information picketing was pressure device to obtain recognition
332-5000 WITHDRAWAL BY PETITIONING UNION OR INTERVENOR
332-5001 GENERALLY
332-5012 DISCLAIMER OF INTEREST BY INCUMBENT UNION
332-5025 WITHDRAWAL OF PETITION TANTAMOUNT TO DISCLAIMER
332-5025-3300-0000 Unequivocal withdrawal
332-5025-6700-0000 Failure to appear at hearing after service of notice
332-5050 WITHDRAWAL OF INTERVENOR FROM PROCEEDING TANTAMOUNT TO DISCLAIMER
332-5075 RESULT OF EFFECTIVE WITHDRAWAL OR DISCLAIMER

332-5075-3300-0000 Dismissal of petition as premature
332-5075-6700-0000 Where petitioning unions disclaim after direction of election
332-5075-7500-0000 After election but before certification
332-7500 DISCLAIMER IN DECERTIFICATION PROCEEDINGS
332-7520 BY CERTIFIED UNION
332-7520-5000-0000 By guard's union, where some employees found not guards
332-7520-5050-0000 Waiver where union does not seek employees who are not guards
332-7540 BY INCUMBENT UNION (OTHER THAN CERTIFIED)
332-7560 BY RIVAL UNION
332-7580 RESULT OF EFFECTIVE DISCLAIMER
332-7580-2000-0000 By union sought to be decertified
332-7580-4000-0000 Dismissal of decertification petition
332-7580-6000-0000 Revocation of certification
332-7580-8000-0000 Disclaimer after runoff election
332-7580-8050-0000 Election set aside and new decertification election ordered

339 WHO MAY ACT AS REPRESENTATIVE

- 339-0100 GENERALLY**
339-2500 LABOR ORGANIZATIONS
339-2512 LOCAL UNION
339-2525 INTERNATIONAL UNION
339-2531 UNION SUBSEQUENT TO AFFILIATION OR MERGER
339-2537 TRADES COUNCIL
339-2550 UNION UNDER TRUSTEESHIP
339-2562 ORGANIZING COMMITTEE
339-2575 EMPLOYEE COMMITTEE OR PLAN
339-2582 JOINT REPRESENTATIVES
339-5000 INDIVIDUALS
339-7500 DISQUALIFICATION AS REPRESENTATIVE
339-7501 GENERALLY
339-7525 CHARACTER OF REPRESENTATIVE
339-7525-3300-0000 Corrupt administration or unlawful action of union
339-7525-3350-0000 Board not required to pass on character since employees have choice at election
339-7525-6700-0000 Representative limited by charter or bylaws to membership eligibility or purpose
339-7525-8300-0000 Representative practices or bias policy of sex, race, creed or age discrimination
339-7537 UNION'S GRANT OF DELEGATION OF AUTHORITY TO BARGAIN ON ITS BEHALF
339-7550 DOMINATION OR ASSISTANCE BY EMPLOYER
339-7550-0100-0000 Generally
339-7550-5000-0000 Participation of supervisors in union affairs

339-7562 FRONTING FOR ANOTHER LABOR ORGANIZATION

339-7575 CONFLICT OF INTERESTS OF REPRESENTATIVE

- 339-7575-0100-0000** Generally
339-7575-1200-0000 Relationship to Employer
339-7575-2500-0000 Arising from relationship to employees
339-7575-2525-0000 Union which owns or controls business that competes against or does business with employer
339-7575-2550-0000 Union affiliated with union employer
339-7575-2575-0000 Financial investment in employer
339-7575-5000-0000 Arising from relationship to other employers
339-7575-5010-0000 Officials employed by competitors
339-7575-5050-0000 Financial investment in competitor
339-7575-5075-0000 History of employer membership
339-7575-7500-0000 Arising from relationship to other employees
339-7575-7550-0000 Union representing guards
339-7575-7575-0000 Union representing mixed unit of guards and nonguards
339-7575-8100-0000 Arising from relationship to other unions
339-7575-8125-0000 Guard union affiliated with nonguard union
339-7575-8150-0000 Parent union controlled, influenced or dominated by supervisors and affiliated unions
339-7575-8700-0000 Conflicting personal interest of union agent
339-7575-9300-0000 Union subject to influence and control by supervisors

347	BARS TO CONDUCT OF ELECTION		
<u>347-0100</u>	GENERALLY		
<u>347-2000</u>	PRIOR DETERMINATION OF REPRESENTATIVE		
<u>347-2001</u>	GENERALLY		
<u>347-2017</u>	BOARD CERTIFICATION AS REPRESENTATIVE OUTSTANDING		
347-2017-2500-0000	Petition barred for 1-year period		
<u>347-2017-2550-0000</u>	Including petition for unit clarification		
347-2017-5000-0000	Computation of certification year		
347-2017-5033-0000	From date of certification		
347-2017-5067-0000	From date employer accepts bargaining obligation		
347-2017-7500-0000	Exceptions to 1-year rule		
347-2017-7533-0000	Reduction of period		
347-2017-7533-1700	Expiration of contract term or execution of "new" contract		
347-2017-7533-3300	Dissolution of union		
347-2017-7533-5000	Defunctness of union		
347-2017-7533-6700	Schism in union		
347-2017-7533-8300	Drastic fluctuation in unit size or petitioned unit different than certified unit		
<u>347-2017-7567-0000</u>	Extension of period		
347-2017-7567-5000	Bargaining precluded during portion of period by employer actions		
347-2017-7567-7500	Petitioner has valid outstanding certification not contested by employer		
<u>347-2033</u>	STATE AGENCY CERTIFICATION AS REPRESENTATIVE		
<u>347-2033-2500-0000</u>	Validity of election and/or certification		
347-2033-5000-0000	Granted same effect as Board certification		
<u>347-2040</u>	NON-BOARD ELECTION		
<u>347-2050</u>	BARGAINING ORDER OUTSTANDING		
347-2050-5000-0000	Petition barred for reasonable period of time		
<u>347-2067</u>	VOLUNTARILY RECOGNIZED REPRESENTATIVE		
<u>347-2067-3300-0000</u>	Circumstances of recognition		
<u>347-2067-3333-0000</u>	Absence or lack of knowledge of competing claim		
<u>347-2067-3367-0000</u>	Verification of majority status		
<u>347-2067-6700-0000</u>	Election barred for reasonable period of time		
<u>347-2083</u>	ELECTION WITHIN PRECEDING 12 MONTHS		
347-2083-0100-0000	Generally		
<u>347-2083-0150-0000</u>	Purpose of section 9(c)(3)		
347-2083-2500-0000	Election within 12 months barred		
347-2083-2525-0000	Computation of time		
<u>347-2083-2550-0000</u>	Election must have been valid		
<u>347-2083-2575-0000</u>	Section 9(c)(3) does not preclude processing of petition		
347-2083-2575-5000	Petitions dismissed if filed prior to 60 days before anniversary date		
347-2083-5000-0000	Election within 12 months does not preclude responsibility to recognize union whose majority is otherwise established		
347-2083-7500-0000	Deauthorization election		
347-2083-7533-0000	Barred by deauthorization election within preceding 12 months		
347-2083-7567-0000	Not barred by election for certification or decertification within preceding 12 months		
<u>347-2083-7583-0000</u>	Barred when precluded by State statute		
<u>347-4000</u>	CONTRACT WITH INCUMBENT REPRESENTATIVE		
<u>347-4001</u>	GENERALLY		
<u>347-4001-2500-0000</u>	Board contract bar rules as discretionary rules		
347-4001-2525-0000	Board authority to establish		
<u>347-4001-2550-0000</u>	May be applied or waived by Board as facts require		
<u>347-4001-2575-0000</u>	Factors considered in establishment		
<u>347-4001-2575-5000</u>	Balance between stability of labor relations and employee's freedom of choice		
347-4001-2575-5033	In defense industries		
347-4001-2575-5067	In depressed economic areas		
347-4001-3700-0000	Contract bar rules do not determine existence of contract		
<u>347-4001-4300-0000</u>	Must be valid collective bargaining agreement		
347-4001-4500-0000	Contract does not bar uncertified incumbent union from seeking certification		
<u>347-4001-5000-0000</u>	Section 9(b)(3) proscription against certification of mixed guard units does not preclude application of contract bar rules		
347-4001-7500-0000	Section 9(c)(2) provision requiring equal treatment of petitioners does not preclude differentiation resulting from application of contract bar rules		
<u>347-4010</u>	PERIOD DURING WHICH CONTRACT WILL BAR PETITION		
<u>347-4010-0100-0000</u>	Generally		
<u>347-4010-2000-0000</u>	Duration of contract		
<u>347-4010-2001-0000</u>	Generally		
347-4010-2001-5000	Contract term calculated from effective date rather than execution date		
<u>347-4010-2014-0000</u>	Bar for term of contract not to exceed 3 years		
<u>347-4010-2028-0000</u>	Contracts in excess of 3 years bar for entire term to petitions filed by parties		
347-4010-2030-0000	Contracts for less than 90 days		
347-4010-2035-0000	Contracts of unreasonable duration		
347-4010-2042-0000	Contracts of indefinite duration		
347-4010-2056-0000	Contracts terminable at will		
347-4010-2070-0000	Contracts with conditional termination; temporary agreement		
347-4010-2077-0000	Effect of modification and reopener clauses (See 347-4040-8300)		

347-4010-2084-0000	Premature extensions of contract (See 347-4040-8300)	<u>347-4020-3300-0000</u>	Validity of contract execution
347-4010-4000-0000	Open period for filing during contract	347-4020-3310-0000	Invalid where supervisors are signatories and/or negotiators on behalf of union
<u>347-4010-4001-0000</u>	Generally	347-4020-3325-0000	Presumption of regularity of execution
<u>347-4010-4033-0000</u>	Petitions may not be filed more than 90 days before expiration date	347-4020-3350-0000	Satisfaction of requirements of
<u>347-4010-4033-2500</u>	Dismissed if filed prior thereto	<u>347-4020-3350-0800</u>	Majority status
347-4010-4033-5000	Premature petitions alleging grounds, other than timeliness, why contract is not bar	347-4020-3350-1000	Bona fide negotiations
347-4010-4033-5020	Defunctness of representative	347-4020-3350-1600	Representative complement of employees
347-4010-4033-5040	Schism in representative	<u>347-4020-3350-2500</u>	Approval
347-4010-4033-5060	Illegal contract provision	<u>347-4020-3350-5000</u>	Ratification by employees
<u>347-4010-4033-5080</u>	Premature extension	347-4020-3350-7500	Notification
<u>347-4010-4033-7500</u>	Premature petitions upon which hearing has been held not dismissed where decision issues on or after 90 days before expiration of contract	347-4020-3375-0000	Allegations of ULP attendant upon execution of contract not litigable in R-proceeding
<u>347-4010-4067-0000</u>	Petitions may not be filed less than 60 days before expiration date	<u>347-4020-6700-0000</u>	Pendency of rival claim or petition
347-4010-4067-2500	Dismissed if filed within 60 day insulated period	<u>347-4020-6725-0000</u>	Contract executed while rival claim pending does not bar petition on claim
347-4010-4067-5000	Petitions during insulated period alleging ground why contract is not bar	347-4020-6725-3300	Employer or union knowledge of rival claim
347-4010-4067-5020	Defunctness of representative	347-4020-6725-6700	Substantiality of claim
347-4010-4067-5040	Schism in representation	<u>347-4020-6750-0000</u>	Contract executed while petition is pending
347-4010-4067-5060	Illegal contract provision	<u>347-4020-6750-0100</u>	Generally
347-4010-4067-5080	Premature extension	347-4020-6750-0133	Date petition received in regional office controlling
347-4010-4067-7500	Where petitions filed during insulated period dismissed after hearing parties entitled to new insulation period	347-4020-6750-0167	Alternative unit request
<u>347-4010-4083-0000</u>	Petitions filed in health care institution cases	<u>347-4020-6750-1700</u>	Petition filed during open period not barred
347-4010-6000-0000	Insulated period of contract	347-4020-6750-1750	Barred unless employer had knowledge of petition prior to execution
347-4010-6001-0000	Generally	347-4020-6750-5000	Petition filed during insulated period untimely
<u>347-4010-6033-0000</u>	Petitions may not be filed during 60 day period preceding expiration date	<u>347-4020-6750-6700</u>	Petition filed after insulation period but prior to execution of new contract not barred
<u>347-4010-6050-0000</u>	Purpose to provide parties with negotiating period free of outside pressures	347-4020-6750-8300	Amendment of petition to cover contract unit
347-4010-6067-0000	Contract executed during insulated period constitutes valid bar thereafter	347-4020-6750-8333	Filing date of original petition controlling where reasonably accurate in describing unit
347-4010-6075-0000	Extension of insulated period	347-4020-6750-8367	Filing date of original petition not controlling where amendment substantially changed request
347-4010-6083-0000	In health care institution cases	347-4020-6775-0000	Contract executed after dismissal of petition
347-4010-8000-0000	Termination of contract prior to expiration	347-4020-6775-3300	Where RD dismissal reversed on appeal
347-4010-8001-0000	Generally	347-4020-6775-6700	Where dismissal reversed on reconsideration
347-4010-8001-5000	Termination, except during insulation period, removes contract as bar	347-4020-7500-0000	Notification
347-4010-8020-0000	By mutual consent	<u>347-4030</u>	STATUS OF CONTRACTING UNION AS REPRESENTATIVE
347-4010-8040-0000	By notice because of breach of contract provisions permitting termination	347-4030-0100-0000	Generally
347-4010-8060-0000	By satisfaction of condition subsequent in contract	347-4030-1200-0000	Status as labor organization
347-4010-8080-0000	Seasonal industry contracts	347-4030-1220-0000	Employee participation in affairs
347-4010-8080-5000	Terminates as bar at end of season	347-4030-1240-0000	Maintains own office, collects dues, and pays expenses
<u>347-4010-9000-0000</u>	Automatic renewal of contract in absence of notice to terminate		
<u>347-4020</u>	CIRCUMSTANCES OF EXECUTION		
<u>347-4020-0100-0000</u>	Generally		

347-4030-1260-0000	Actively engaged in processing of grievances	recognition notwithstanding subsequent loss of majority
347-4030-1280-0000	No real affiliation between petitioner and incumbent	347-4030-8700-0000 Dominated, assisted or supported organization
347-4030-1280-5000	Although two of petitioner's organizing committee were officers of incumbent	347-4030-8733-0000 Agreement entered into violation of 8(a)(2) no bar
<u>347-4030-1800-0000</u>	Recognized but uncertified union	347-4030-8767-0000 Effect of Board order to withdraw recognition
347-4030-2500-0000	Dormant or inactive labor organization	347-4030-9100-0000 Joint representative
347-4030-3700-0000	Defunct labor organization	347-4030-9300-0000 Successor representative
347-4030-3725-0000	Agreement with defunct union no bar	<u>347-4040</u> ADEQUACY OF CONTRACT FORM AND SUBSTANCE
<u>347-4030-3750-0000</u>	Test of defunctness	<u>347-4040-0100-0000</u> Generally
<u>347-4030-3750-5000</u>	Representative unable or unwilling to represent the employees	<u>347-4040-1700-0000</u> Form of contract
347-4030-3750-5033	Mere temporary inability not defunctness	<u>347-4040-1720-0000</u> Oral contract
347-4030-3750-5067	Loss of all members in unit not equivalent of defunctness if representative otherwise willing and able to represent employees	<u>347-4040-1720-5000</u> Ineffective as bar
347-4030-3775-0000	Not defunct where	347-4040-1720-5025 Notwithstanding confirmation by letter after petition was filed
347-4030-3775-2000	No affirmative action taken to dissolve organization	347-4040-1720-5050 Absent written assumption by purchaser of seller's union contract
<u>347-4030-3775-4000</u>	Not unable to function as labor organization	<u>347-4040-1720-5075</u> Notwithstanding parties considered contract properly concluded and effectuated its provisions
347-4030-3775-6000	Has members, full staff of officers, stewards, and funds	<u>347-4040-1740-0000</u> Signed but undated contract
347-4030-3775-6050	Notwithstanding fact that members voted to dissolve union	347-4040-1740-5000 Lack of date insufficient by itself, to invalidate contract as bar
347-4030-3775-8000	Inactivity caused by mistaken legal conclusion as to effect of filing of rival petition	<u>347-4040-1745-0000</u> Not signed by all parties to contract
347-4030-3775-9000	Inactivity consequence of "no-raiding" agreement reached between incumbent union and petitioner	<u>347-4040-1750-0000</u> Questionable signature, initialed or unsigned document
347-4030-4300-0000	Foreign labor organizations	<u>347-4040-1760-0000</u> Supplementary, amendatory, and subsidiary agreements
<u>347-4030-5000-0000</u>	Schism or transfer of affiliation	347-4040-1760-2500 Supplemental agreement
347-4030-5050-0000	Effect of schism on existing contract	347-4040-1760-2533 Master agreement, not local supplement, operates as bar
347-4030-5900-0000	Dual representation of segment of unit	347-4040-1760-2567 Master agreement no bar until local supplement completed
<u>347-4030-6700-0000</u>	Relinquishment or abandonment of jurisdiction	347-4040-1760-5000 Amendment to contract
<u>347-4030-6712-0000</u>	Affirmative disclaimer	347-4040-1760-5050 Constitutes bar where substantial and representative employee complement, previously non-existent, existed when amendment was executed
<u>347-4030-6725-0000</u>	Abandonment of contract rights to represent employees to sister local	<u>347-4040-1760-7500</u> Extension agreement
347-4030-6725-5000	Contract no bar where employer, after card check, recognized sister local and negotiated modification of contracts	347-4040-1760-7550 Not operative as bar where 60-day extension after terminal date if no contract reached, not tantamount to insulated period
347-4030-6750-0000	Withdrawal of representation from substantial number of employees in unit	347-4040-1780-0000 Informal document
347-4030-6750-5000	Contract no bar to petition, despite contention that union continued to administer contract on behalf of all employees	<u>347-4040-1780-5000</u> May constitute bar
347-4030-6775-0000	Failure to act in furtherance of recognition and failure to appear at hearing construed as abandonment or disclaimer	347-4040-1790-0000 Individual agreement
<u>347-4030-7500-0000</u>	Loss of majority	347-4040-3300-0000 Unit covered
347-4030-7550-0000	Contract bars petition where union had demonstrated majority prior to	347-4040-3301-0000 Generally
		<u>347-4040-3301-5000</u> To constitute bar, contract must clearly encompass employees sought
		347-4040-3301-7500 In UD election, appropriate unit is that one covered by union-security agreement
		347-4040-3333-0000 Employees covered by contract do not constitute appropriate unit
		347-4040-3333-3300 Contract held not bar
		<u>347-4040-3333-3333</u> Where employees covered are not accretion but constitute separate appropriate unit
		347-4040-3333-3367 Racially segregated units

347-4040-3333-6700 Contract held bar
347-4040-3333-6733 Transferred employees sought not engaged in new operation
347-4040-3333-6767 Unit of professional and non-professional employees established by agreement of parties
347-4040-3367-0000 Members only contract
347-4040-3367-3300 Contract not equally applied to union members and non-member employees no bar
347-4040-3367-3350 Although contract on its face covers all employees
347-4040-3367-6700 Contract held bar where ambiguity limiting coverage resolved by parties' intent and practice
347-4040-3367-6750 Contract applied equally to all employees regardless of union membership
347-4040-5000-0000 Sufficiency of terms
347-4040-5001-0000 Generally
347-4040-5001-2500 No resort to parole evidence
347-4040-5001-5000 No bar where terms insufficient to stabilize labor relations
347-4040-5020-0000 Recognition clause
347-4040-5040-0000 Terms and conditions of employment
347-4040-5060-0000 Contract duration and termination
347-4040-5080-0000 8(f) Contracts
347-4040-5080-5000 Identification of work situs
347-4040-6700-0000 Legality of terms
347-4040-6701-0000 Generally
347-4040-6701-5000 Construction of terms
347-4040-6725-0000 Union security provisions
347-4040-6750-0000 Dues check-off provisions
347-4040-6775-0000 Terms proscribed by 8(e)
347-4040-8300-0000 Midterm negotiation, modification or notice
347-4040-8314-0000 Notice to reopen, modify or terminate contract
347-4040-8314-2500 Date of employer's receipt of notice controlling
347-4040-8314-5000 Notice prior to automatic renewal date forestalls renewal of contract
347-4040-8314-5033 Despite agreement for continuation of contract during negotiation
347-4040-8314-5067 Regardless of form of notice
347-4040-8328-0000 Effectiveness of timely notice not affected by
347-4040-8328-7500 Inaction of parties after notice
347-4040-8328-7525 Rejection of notice
347-4040-8328-7550 Withdrawal of notice
347-4040-8342-0000 Modification clauses
347-4040-8342-5000 Do not remove contract as bar unless parties actually terminate
347-4040-8342-5050 Except where notice is given immediately prior to automatic renewal date
347-4040-8356-0000 Clauses containing conditions precedent to termination
347-4040-8356-5000 Do not remove contract as bar absent actual termination
347-4040-8356-5025 Negotiations
347-4040-8356-5050 Deadlock in negotiations
347-4040-8356-5075 Strike and/or lockout

347-4040-8370-0000 Coterminal modification and renewal clauses
347-4040-8370-3300 Renewal forestalled by notice given approximately at renewal period
347-4040-8370-6700 Notice does not forestall renewal pursuant to specific renewal provision
347-4040-8384-0000 Premature extension of contract
347-4040-8384-3300 Midterm extension of expiration date does not bar petition timely in relation to original date
347-4040-8384-3333 Initial premature extension
347-4040-8384-3367 Extension of prematurely extended contract
347-4040-8384-6700 Applicability of premature extension rule
347-4040-8384-6725 Applicable only if original contract is bar at time of extension
347-4040-8384-6733 Discriminatory provision in original contract
347-4040-8384-6750 Not affected by question of good faith
347-4040-8384-6775 Not affected by economic reasons
347-4050 CHANGED CIRCUMSTANCES WITHIN CONTRACT TERM
347-4050-0100-0000 Generally
347-4050-0133-0000 Contract no bar where changes affect nature of operations rather than size
347-4050-0133-3300 Merger of operations
347-4050-0133-6700 Resumption of operations
347-4050-0167-0000 Contract remains bar in absence of change in character of jobs and functions of employees
347-4050-1700-0000 New plant or operation
347-4050-1733-0000 Employees sought are accretion to unit
347-4050-1767-0000 New plant relocation of older plant
347-4050-3300-0000 Merger of operations
347-4050-3333-0000 Consolidation of companies resulting in entirely new operation
347-4050-3367-0000 Consolidation of separately located operations
347-4050-3375-0000 Subcontracted operations performed by employer
347-4050-5000-0000 Change in ownership
347-4050-5025-0000 Contract continues as bar for reasonable period of time notwithstanding union not certified for successor's employees
347-4050-5050-0000 Merged corporations constituting substantially same enterprise
347-4050-5075-0000 Purchaser in good faith
347-4050-6700-0000 Change in union affiliation
347-4050-8300-0000 Resumption after shutdown
347-4060 MULTIEmployer CONTRACTS
347-4060-0100-0000 Generally
347-4060-2500-0000 Consent of union required before applicable
347-4060-5000-0000 Timely petition for single-employer unit processed notwithstanding multiemployer contract
347-4060-5033-0000 Petition by union

347-4060-5067-0000	Petition by employer-member of association	<u>347-6020-5000-0000</u>	Unfair labor practice proceedings
<u>347-4065</u> MULTIUNION CONTRACTS		<u>347-6020-5033-0000</u>	Blocking charges
347-4065-0100-0000	Generally	<u>347-6020-5033-2500</u>	Petition held in abeyance
347-4065-3300-0000	Binding as to individual unions	347-6020-5033-5000	Request to proceed
347-4065-6700-0000	Petition for single union unit	<u>347-6020-5033-7500</u>	Dismissal of petition
<u>347-4070</u> CONTRACT AS BAR TO REPRESENTATION OF EXCLUDED GROUPS (BRIGGS-INDIANA RULE)		<u>347-6020-5067-0000</u>	Outstanding bargaining order or settlement agreement
<u>347-4070-0100-0000</u>	Generally	<u>347-6020-5075-0000</u>	Resumption of processing of petition when ULP no longer pending
<u>347-4070-3300-0000</u>	Agreement by union not to represent certain employees during contract term bars union from seeking to do so	<u>347-6040</u> COURT PROCEEDINGS	
<u>347-4070-3314-0000</u>	Express commitment by union not to represent must be contained in contract	347-6040-2500-0000	Private litigation
<u>347-4070-3328-0000</u>	Commitment may not be implied	347-6040-5000-0000	Enforcement or review of board orders
<u>347-4070-3328-3300</u>	From mere exclusion from unit	<u>347-6040-7500-0000</u>	Bankruptcy
<u>347-4070-3328-6700</u>	On basis of alleged understanding during negotiations	<u>347-6060</u> STATE AGENCY PROCEEDINGS	
347-4070-3342-0000	International agreement applicable to affiliated locals as well	<u>347-6080</u> PRIVATE ARBITRATION	
347-4070-3356-0000	Local agreement applicable to sister locals	<u>347-8000</u> UNIT CONSIDERATIONS	
347-4070-3370-0000	Local agreement applicable to parent international	<u>347-8010</u> NONEXISTENCE OF UNIT	
347-4070-3384-0000	Rule not applicable to certified union's contract on basis of unit exclusion provisions	<u>347-8010-5000-0000</u>	Unit merged into larger unit
<u>347-4070-6700-0000</u>	Exclusion is not waiver by union of future claim to represent employees	<u>347-8015</u> INAPPROPRIATE UNIT	
<u>347-4080</u> PREHIRE CONTRACT PURSUANT TO SECTION 8(f)		<u>347-8020</u> STABILITY OF UNIT	
<u>347-4080-0100-0000</u>	Generally	347-8020-2000-0000	Representative complement
347-4080-3300-0000	Contract no bar in initial bargaining situation with minority union	<u>347-8020-2001-0000</u>	Generally
<u>347-4080-6700-0000</u>	Ordinary contract-bar rules apply to continued bargaining relationship with majority union	<u>347-8020-2025-0000</u>	Appropriateness of election
347-4080-6725-0000	Union demonstration of majority	<u>347-8020-2025-3300</u>	Thirty percent of employee complement
<u>347-4080-6750-0000</u>	Contract held no bar	<u>347-8020-2025-6700</u>	Fifty percent of job classifications
<u>347-4080-6775-0000</u>	Contract held bar	<u>347-8020-2050-0000</u>	Contract executed prior to substantial and representative employee complement no bar
347-4080-6775-5000	In successor employer prehire situation	347-8020-4000-0000	Expanding unit
<u>347-4090</u> EFFECT OF FAILURE TO CLAIM CONTRACT BAR		<u>347-8020-4001-0000</u>	Generally
<u>347-6000</u> PENDENCY OF OTHER PROCEEDINGS		<u>347-8020-4025-0000</u>	Appropriateness of election
<u>347-6020</u> BOARD PROCEEDINGS		347-8020-4050-0000	Contract as bar where unit rapidly expanding
<u>347-6020-2500-0000</u>	Other representation proceedings	347-8020-6000-0000	Contracting unit
		347-8020-6050-0000	Contract as bar where unit rapidly contracting
		347-8020-8000-0000	Change in operations affecting unit
		<u>347-8020-8033-0000</u>	Relocation and new employees
		<u>347-8020-8050-0000</u>	Cessation of employer's operations
		347-8020-8067-0000	Consolidation of separately represented operations
		<u>347-8040</u> ONE-MAN UNIT	
		<u>347-8040-5000-0000</u>	Certification precluded by statute
		<u>347-8500</u> JURISDICTIONAL DISPUTES	
		<u>347-9000</u> NO-RAID PACTS	

355 TYPES OF ELECTIONS

355-1100 REPRESENTATION
355-1101 GENERALLY
355-1133 REPEAT
355-1133-3300-0000 Applicability of general election procedures
355-1133-5000-0000 Validity of prior election
355-1133-6700-0000 No limitation on number
355-1167 RUNOFF
355-1167-0100-0000 Generally
355-1167-1200-0000 Prerequisites for conduct
355-1167-2500-0000 Eligibility of employees
355-1167-3700-0000 Place on ballot
355-1167-5000-0000 Only one permitted
355-1167-6200-0000 Nullity of original election
355-1167-7500-0000 None for deauthorization election
355-1167-8700-0000 R&R paragraph 102.70
355-2200 SELF-DETERMINATION ELECTION
355-2201 GENERALLY
355-2201-5000-0000 Globe doctrine
355-2220 ADDITIONS TO EXISTING UNIT
355-2220-2000-0000 Unrepresented employees
355-2220-4000-0000 Fringe employee groups
355-2220-6000-0000 Residual employee groups
355-2220-8000-0000 Voting groups
355-2240 SEVERANCE FROM EXISTING UNIT
355-2260 PROFESSIONAL EMPLOYEES IN UNIT WITH NONPROFESSIONAL EMPLOYEES
355-2270 PROFESSIONAL EMPLOYEES SEPARATED FROM OTHER PROFESSIONAL EMPLOYEES
355-2275 UNION TO ELECT UNIT TO REPRESENT
355-2280 POOLING OF VOTES
355-3300 DECERTIFICATION
355-3301 GENERALLY
355-3350 IN CERTIFIED OR RECOGNIZED UNIT ONLY
355-3350-0100-0000 Generally

355-3350-2500-0000 Name on ballot that of certified union
355-3350-3700-0000 Unit in which decertification election sought must be coextensive with unit certified or recognized
355-3350-5000-0000 Where unit changed by practice
355-3350-6200-0000 Mixed unit (guards and nonguards or professionals and nonprofessionals etc.)
355-3350-7500-0000 Where unit merged with multiemployer unit
355-3350-9000-0000 Unit merged into employerwide unit
355-4400 DEAUTHORIZATION
355-5500 EXPEDITED
355-5501 GENERALLY
355-5533 PREREQUISITES FOR CONDUCT
355-5533-2500-0000 Charge of picketing for object proscribed by 8(b)(7)
355-5533-5000-0000 Applicability of 8(b)(7)(C) to picketing
355-5533-7500-0000 Petition filed within reasonable period of time not to exceed 30 days
355-5567 HEARING ON PETITION NOT REQUIRED
355-5567-5000-0000 Removal of labor organization from ballot--permission of RD required
355-6600 REMEDIAL
355-6601 GENERALLY
355-6633 SEC. 10(c) AUTHORITY TO PROVIDE AS REMEDY
355-6655 REMEDY FOR COERCIVE CONDUCT BY EMPLOYER AND UNION
355-6677 REMEDY OF 8(a)(2) VIOLATION
355-7700 UNIT CLARIFICATION
355-7701 GENERALLY
355-7701-5000-0000 Board authority to conduct
355-8800 AMENDMENT OF CERTIFICATION ELECTION
355-9500 FINAL OFFER ELECTION

362	ELIGIBILITY TO PARTICIPATE IN ELECTION
362-0100	GENERALLY
362-3300	DETERMINATIVE PAYROLL PERIOD
362-3301	GENERALLY
362-3312	ELIGIBILITY ESTABLISHED BY EMPLOYMENT DURING PAYROLL PERIOD IMMEDIATELY PRECEDING DIRECTION OF ELECTION AND ON DATE OF ELECTION
<u>362-3312-0100-0000</u>	Generally
<u>362-3312-5000-0000</u>	Temporary interruption of work
<u>362-3312-5050-0000</u>	Usual payroll period used absent compelling reasons
362-3325	EXPANDING UNIT
362-3337	CONTRACTING OR CHANGING UNITS
362-3350	ELIGIBILITY STANDARDS IN PARTICULAR INDUSTRIES
<u>362-3350-2000-0000</u>	Seasonal
<u>362-3350-2050-0000</u>	Election at appropriate employment peak
<u>362-3350-2050-3300</u>	Single peak
<u>362-3350-2050-6700</u>	Any one of several peaks
<u>362-3350-3000-0000</u>	Opinion survey
<u>362-3350-4000-0000</u>	Maritime or longshore
<u>362-3350-5000-0000</u>	Motion pictures, theaters and television
<u>362-3350-6000-0000</u>	Construction
<u>362-3350-7000-0000</u>	Education services
<u>362-3350-8000-0000</u>	Oil well drilling
<u>362-3350-9000-0000</u>	Taxicabs
362-3362	REPEAT ELECTIONS
<u>362-3362-5000-0000</u>	Current payroll period rather than original
362-3375	RUNOFF ELECTIONS
<u>362-3375-3300-0000</u>	First runoff
<u>362-3375-3350-0000</u>	Original election eligibility list (R&R 102.70(b))
<u>362-3375-6700-0000</u>	Second and third runoffs
<u>362-3375-6750-0000</u>	Current payroll period rather than original
362-3381	DECERTIFICATION ELECTIONS
<u>362-3381-5000-0000</u>	Members of recognized or certified unit
362-3385	DEAUTHORIZATION ELECTION
<u>362-3385-5000-0000</u>	Unit members covered by union-security agreement
362-3387	EXPEDITED ELECTIONS
<u>362-3387-3300-0000</u>	Held under 8(b)(7)(C)
<u>362-3387-3350-0000</u>	Usual eligibility standards
<u>362-3387-6700-0000</u>	Held to preclude disenfranchisement of replaced economic strikers
<u>362-3387-6750-0000</u>	Usual eligibility standards
362-6700	EMPLOYEE TENURE AND STATUS
362-6701	GENERALLY
362-6703	ELIGIBILITY DETERMINED BY AGREEMENT OF PARTIES
362-6706	ELIGIBILITY DETERMINED BY TENURE AND STATUS AS EMPLOYEE

	DURING DETERMINATIVE PAYROLL PERIOD AND ON DATE OF ELECTION
362-6708	VOTING LIST (EXCELSIOR)
362-6709	VOTING SUBJECT TO CHALLENGE
362-6712	PART-TIME EMPLOYEES
<u>362-6712-0100-0000</u>	Generally
<u>362-6712-2500-0000</u>	Regular part-time
<u>362-6712-2550-0000</u>	Eligible irrespective of number of hours worked
<u>362-6712-5000-0000</u>	Irregular or infrequent part-time
<u>362-6712-5050-0000</u>	Ineligible as lacking sufficient interest
<u>362-6712-7500-0000</u>	Part-time with regular job elsewhere
362-6715	SOCIAL SECURITY ANNUITANTS
362-6718	TEMPORARY EMPLOYEES
362-6721	TEMPORARY PART-TIME EMPLOYEES
362-6724	SEASONAL EMPLOYEES
<u>362-6724-5000-0000</u>	Seasonal nature of work immaterial
362-6730	CASUAL, EXTRA, OR INTERMITTENT EMPLOYEES
<u>362-6730-5000-0000</u>	Ineligible
362-6732	MEDICAL REGISTRY EMPLOYEES
362-6734	ON-CALL EMPLOYEES
362-6736	STUDENT EMPLOYEES
<u>362-6736-3300-0000</u>	Summer employees considered temporary
<u>362-6736-5000-0000</u>	Interns
<u>362-6736-6700-0000</u>	Part-time employees
362-6740	EMPLOYEES EMPLOYED IN VIOLATION OF STATUTE
362-6742	PROVISIONAL EMPLOYEES
<u>362-6742-2000-0000</u>	Probationers
<u>362-6742-4000-0000</u>	Apprentices
<u>362-6742-6000-0000</u>	Trainees
<u>362-6742-8000-0000</u>	Pensioners
362-6748	CONTRACT EMPLOYEES
362-6750	EMPLOYEE OF UNION; SALT
362-6754	FOREIGN NATIONALS OR ILLEGAL ALIENS
362-6760	PRISONERS
362-6763	HOTEL FUNCTION EMPLOYEES (WAITERS, WAITRESSES, BARTENDERS)
362-6766	EMPLOYEES NOT WORKING ON ELIGIBILITY DATES
<u>362-6766-1000-0000</u>	Laid off
<u>362-6766-1050-0000</u>	Eligible if reasonable expectancy of reemployment
<u>362-6766-2000-0000</u>	Ill
<u>362-6766-2500-0000</u>	Having work-related injuries
<u>362-6766-3000-0000</u>	On leave of absence
<u>362-6766-3300-0000</u>	Incarcerated
<u>362-6766-3500-0000</u>	In teaching profession
<u>362-6766-4000-0000</u>	In military service
<u>362-6766-4500-0000</u>	Locked-out employees
<u>362-6766-5000-0000</u>	On vacation
<u>362-6766-5500-0000</u>	Terminal leave
<u>362-6766-6000-0000</u>	Hired but not yet working
<u>362-6766-6500-0000</u>	On preferential hiring list
<u>362-6766-7000-0000</u>	Discharges

362-6766-7050-0000	May vote challenged ballot if discharge is subject of grievance or arbitration	362-6784-6725-0000	Where strike begins before determinative payroll period and continued through election
<u>362-6766-7075-0000</u>	May vote challenged ballot if discharge pending as alleged violation of Title 7	362-6784-6725-5000	Usual rules
<u>362-6766-8000-0000</u>	Discriminatees	362-6784-6750-0000	Where strike began after determinative payroll period and continues through election
362-6766-9000-0000	Alleged discriminatees	362-6784-6750-5000	Eligible if employed on election date
<u>362-6772</u> EMPLOYEES SEPARATED FROM JOBS		362-6784-6775-0000	Where strike begins after determinative payroll period and ends before election
<u>362-6772-3300-0000</u>	Transferred since determinative payroll period	362-6784-6775-5000	Retained replacements eligible
<u>362-6772-6700-0000</u>	Who have or intend to quit	362-6784-6787-0000	Where strike begins and ends before determinative payroll period
<u>362-6775</u> EMPLOYEES ON ASSIGNMENT TO NONUNIT JOBS		362-6784-6787-5000	Retained replacements eligible
<u>362-6776</u> EMPLOYEES HAVING JOB-RELATED CHARACTERISTICS DISTINCT FROM UNIT EMPLOYEES		<u>362-6790</u> DUAL FUNCTION EMPLOYEES	
<u>362-6778</u> STRIKERS		<u>362-6790-2500-0000</u>	Substantial interest in working conditions in unit
362-6778-2500-0000	Sympathy strikers	<u>362-6790-5000-0000</u>	Eligibility same as part-time employees
362-6778-3300-0000	ULP strikers	<u>362-6795</u> MANAGERS; SUPERVISORS	
<u>362-6778-6700-0000</u>	Economic strikers	<u>362-6796</u> SUPERVISORS: FULLTIME, PARTTIME, TEMPORARY, OR FUTURE	
<u>362-6778-6733-0000</u>	Replaced economic strikers eligible in election within 12 months after commencement of strike	<u>362-6796-5000-0000</u>	Eligible regardless of employee status at time of election
362-6778-6767-0000	Acceptance of new employment	<u>362-6797</u> DELIVERY DRIVERS	
362-6778-6767-5000	Eligible unless old job abandoned	<u>362-6798</u> RELATIVES OF MANAGEMENT	
362-6778-6796-0000	Rejection of reinstatement offer	<u>362-6798-0100-0000</u>	Generally
362-6778-6798-0000	Abandonment of interest in job	<u>362-6798-2500-0000</u>	Relationship to management
<u>362-6780</u> REPLACEMENTS FOR DISCRIMINATEES OR FOR LOCKED-OUT EMPLOYEES		<u>362-6798-5000-0000</u>	Identification of interests with management
<u>362-6784</u> REPLACEMENTS FOR STRIKERS		<u>362-6798-7500-0000</u>	Circumstances of employment
362-6784-3300-0000	For ULP strikers	<u>362-6799</u> INSUFFICIENCY OR LACK OF EVIDENCE OF EMPLOYEE'S STATUS	
362-6784-3350-0000	Not eligible	<u>362-6799-5000-0000</u>	Voting subject to challenge
362-6784-6700-0000	For economic strikers		
362-6784-6701-0000	Generally		
<u>362-6784-6701-5000</u>	Presumed permanent employees		

370	MECHANICS OF ELECTION
370-0100	GENERALLY
370-0700	DATE OF ELECTION
370-0717	AUTHORITY AND RESPONSIBILITY FOR SETTING DATE
<u>370-0717-0100-0000</u>	Generally
370-0717-5000-0000	Maritime election
370-0733	FACTORS CONSIDERED IN DETERMINING DATE OF ELECTION
<u>370-0733-0100-0000</u>	Generally
<u>370-0733-1700-0000</u>	Opportunity to vote
370-0733-1750-0000	Work schedule
370-0733-1750-2500	Employees away on business
370-0733-1750-5000	Vacations
<u>370-0733-3300-0000</u>	Opportunity to campaign
<u>370-0733-5000-0000</u>	Substantial and representative complement must be present
370-0733-6700-0000	Holiday as date of election
370-0733-8300-0000	Creation of improper influence resulting from date chosen
370-0750	FACTORS CONSIDERED IN DETERMINING WHETHER OR NOT TO POSTPONE ELECTION
370-0750-0700-0000	Change in operations contemplated
<u>370-0750-0701-0000</u>	Generally
370-0750-0701-3300	Postponed
370-0750-0701-6700	Not postponed
370-0750-1400-0000	Closing plant contemplated
370-0750-1433-0000	Postponed
<u>370-0750-1467-0000</u>	Not postponed
370-0750-2100-0000	Adjustments after war
370-0750-2133-0000	Postponed
370-0750-2167-0000	Not postponed
<u>370-0750-2800-0000</u>	Decrease in production contemplated
370-0750-2833-0000	Postponed
370-0750-2867-0000	Not postponed
<u>370-0750-3500-0000</u>	Decrease in work force contemplated
370-0750-3533-0000	Postponed
370-0750-3567-0000	Not postponed
370-0750-4200-0000	Increase in work force contemplated
370-0750-4233-0000	Postponed
<u>370-0750-4267-0000</u>	Not postponed
370-0750-4900-0000	Seasonal or cyclical operations
<u>370-0750-4933-0000</u>	Postponed
<u>370-0750-4967-0000</u>	Not postponed
370-0750-5600-0000	Strike in progress
370-0750-5633-0000	Postponed
370-0750-5667-0000	Not postponed
<u>370-0750-6300-0000</u>	Effects of prior ULP's
370-0750-6333-0000	Postponed
370-0750-6367-0000	Not postponed
370-0750-7000-0000	Effect of employer's actions
370-0750-7033-0000	Postponed
370-0750-7067-0000	Not postponed
370-0750-7700-0000	Unit found differs from that proposed
370-0750-7733-0000	Postponed

370-0750-7767-0000	Not postponed
370-0750-8400-0000	Unfair labor practice charges pending
370-0750-8433-0000	Postponed
370-0750-8467-0000	Not postponed
370-0750-8467-3300	Waiver of right to object
370-0750-8467-6700	Unique circumstances
370-0750-9100-0000	Other Factors
<u>370-0750-9133-0000</u>	Postponed
370-0750-9167-0000	Not postponed
370-0767	CHANGE FROM PREDETERMINED DATE (See 370-2867)
370-0783	EFFECT OF UNFORESEEN CIRCUMSTANCES ON DATE OF ELECTION
<u>370-0783-2500-0000</u>	Board agent unavailable
<u>370-0783-3300-0000</u>	Inclement weather
370-0783-5000-0000	Work schedule changes
370-0783-6700-0000	Sickness (See also 370-7033 and 370-6375)
370-1400	PLACE OF ELECTION
370-1425	AUTHORITY AND RESPONSIBILITY TO DETERMINE LOCATION
370-1425-3300-0000	Regional Director
370-1450	FACTORS CONSIDERED IN DETERMINING LOCATION (See also 370-7001)
370-1450-2000-0000	Interference with free election
370-1450-2025-0000	Effect of holding on employer's premises
370-1450-2050-0000	Effect of holding subject to employer surveillance
370-1450-2075-0000	Behind picket lines
370-1450-4000-0000	Accessibility--opportunity to vote
370-1450-6000-0000	Separate location for special groups
370-1475	CHANGE FROM PREDETERMINED LOCATION (See also 370-2867)
370-2100	TIME OF ELECTION
370-2125	AUTHORITY AND RESPONSIBILITY TO SET TIME
370-2150	FACTORS CONSIDERED IN SETTING TIME
<u>370-2150-0100-0000</u>	Generally
<u>370-2150-5000-0000</u>	Opportunity to vote
<u>370-2150-7500-0000</u>	Time, as affects freedom of choice
370-2175	CHANGE IN TIME
370-2800	NOTICE OF ELECTION
370-2817	SUFFICIENCY OF NOTICE
370-2817-3300-0000	Content
<u>370-2817-3311-0000</u>	Date, time, and/or place
<u>370-2817-3322-0000</u>	Designation of unit
<u>370-2817-3333-0000</u>	Designation of parties
370-2817-3344-0000	Employee rights clause
370-2817-3344-3300	Inclusion of
370-2817-3344-6700	Form of
370-2817-3355-0000	Eligibility date
370-2817-3355-0100	Generally
370-2817-3355-5000	Form of
370-2817-3366-0000	Statement of prior unlawful conduct

370-2817-3377-0000	Sample ballot	370-3533-6060-7500	Sufficiency of time
<u>370-2817-6700-0000</u>	Use of foreign language	<u>370-3533-6080-0000</u>	Incorrectly marked ballot
	notices	<u>370-3533-7000-0000</u>	Failure to vote
<u>370-2833</u> RECEIPT OF NOTICE		<u>370-3533-7001-0000</u>	Generally
370-2833-2500-0000	Failure to receive	<u>370-3533-7017-0000</u>	Reasonable attempt by
<u>370-2833-2501-0000</u>	Generally		employee to vote
370-2833-2520-0000	Laid-off employees	370-3533-7033-0000	Illness
370-2833-2540-0000	Part-time employees	<u>370-3533-7050-0000</u>	Required to work or away on
370-2833-2560-0000	Striking employees		Employer's business
370-2833-2580-0000	Employees on sick leave	370-3533-7067-0000	Part-time employees
370-2833-5000-0000	Timely receipt	370-3533-8000-0000	Affidavit election
<u>370-2833-5001-0000</u>	Generally	370-3533-8001-0000	Generally
<u>370-2833-5050-0000</u>	Length of time posted	370-3533-8033-0000	Procedure
<u>370-2833-5050-5000</u>	Conspicuous and usual places	370-3533-8067-0000	Effect of failure to use
<u>370-2833-7500-0000</u>	Manner of notification	370-3533-9000-0000	Maritime election
<u>370-2850</u> DEFACED NOTICE		<u>370-3567</u> PHYSICAL ASPECTS OF VOTING FACILITIES	
370-2850-3300-0000	Covered	<u>370-3567-2500-0000</u>	Layout of polls
370-2850-6700-0000	Marked sample ballot	<u>370-3567-5000-0000</u>	Entrance to polls
370-2850-6733-0000	For nonunion choice	<u>370-3567-7500-0000</u>	Ballot box
<u>370-2850-6767-0000</u>	For union	<u>370-4200</u> BALLOT	
<u>370-2867</u> FAILURE TO CONDUCT ELECTION IN ACCORDANCE WITH NOTICE		<u>370-4201</u> GENERALLY	
<u>370-2867-2500-0000</u>	Change of time	<u>370-4214</u> MISPRINT	
<u>370-2867-5000-0000</u>	Change of place	<u>370-4217</u> DESIGNATION OF LABOR ORGANIZATIONS	
<u>370-2867-7500-0000</u>	Change of date	<u>370-4228</u> POSITION	
<u>370-2883</u> NOTICE IN MARITIME ELECTION		<u>370-4242</u> VARIANCE FROM DECISION AND DIRECTION OF ELECTION	
370-2883-3300-0000	Procedure for	<u>370-4256</u> SAME OR SIMILAR DESIGNATIONS	
370-2883-6700-0000	Objections to	<u>370-4270</u> USE OF FOREIGN LANGUAGE BALLOT	
370-2883-6725-0000	Length of time posted	<u>370-4900</u> OBSERVERS	
370-2883-6750-0000	Change of place	<u>370-4912</u> RIGHT TO OBSERVER	
370-2883-6775-0000	Timely receipt	<u>370-4912-0100-0000</u>	Generally
<u>370-3500</u> VOTING PROCEDURE AND ELECTION FACILITIES		<u>370-4912-3300-0000</u>	Consent election
<u>370-3533</u> VOTING PROCEDURE		<u>370-4912-3325-0000</u>	Submission of list of
370-3533-0100-0000	Generally		observers
370-3533-1000-0000	Preelection conference	<u>370-4912-3350-0000</u>	Right to observe stipulated
370-3533-1001-0000	Generally	<u>370-4912-3375-0000</u>	Replacement of observers
370-3533-1025-0000	Right to	<u>370-4925</u> APPROPRIATENESS OF INDIVIDUAL AS OBSERVER	
370-3533-1050-0000	Purpose of	<u>370-4925-0100-0000</u>	Generally
370-3533-1075-0000	Time of	<u>370-4925-2500-0000</u>	Individuals closely associated
370-3533-2000-0000	Release of employees to vote		with management
370-3533-3000-0000	Presentation of employees to	<u>370-4925-2501-0000</u>	Generally
	vote	<u>370-4925-2508-0000</u>	Owner or co-owner
<u>370-3533-4000-0000</u>	Identification of voters	<u>370-4925-2517-0000</u>	Supervisor
	(includes use of eligibility list)	<u>370-4925-2533-0000</u>	Relatives of employer
<u>370-3533-4025-0000</u>	Procedure used	<u>370-4925-2550-0000</u>	Employer's attorney
370-3533-4025-0100	Generally	<u>370-4925-2567-0000</u>	Company officer
370-3533-4025-5000	Interference with	<u>370-4925-2583-0000</u>	Managerial employee
<u>370-3533-4050-0000</u>	Use of eligibility list	<u>370-4925-5000-0000</u>	Individuals closely associated
<u>370-3533-4050-2500</u>	Maintenance of list of who		with union
	did or did not vote	<u>370-4925-5020-0000</u>	Union official
370-3533-4050-5000	Notification of voters	<u>370-4925-5040-0000</u>	Union member
<u>370-3533-4075-0000</u>	Failure to be included on	<u>370-4925-5060-0000</u>	Union organizer
	eligibility list (effect on opportunity to vote)	<u>370-4925-5080-0000</u>	Dischargee
370-3533-5000-0000	Distribution of ballots	<u>370-4925-7500-0000</u>	Others not necessarily allied
370-3533-6000-0000	Casting ballot		with either employer or union
<u>370-3533-6001-0000</u>	Generally	<u>370-4937</u> AUTHORITY TO DESIGNATE OBSERVER	
<u>370-3533-6020-0000</u>	Voting before polls officially	<u>370-4944</u> SPECIAL OBSERVERS	
	open	<u>370-4950</u> EFFECT OF ABSENCE OF, OR IMBALANCE IN NUMBER OF	
370-3533-6040-0000	Chain voting		
<u>370-3533-6060-0000</u>	Ability to cast knowledgeable		
	vote		
<u>370-3533-6060-2500</u>	Illiteracy; interpreter		
370-3533-6060-5000	Intoxication		

OBSERVERS, OR FAILURE TO IDENTIFY OBSERVERS
370-4962 FUNCTIONS AND RESPONSIBILITIES OF OBSERVERS

370-4962-0100-0000 Generally
370-4962-2000-0000 Challenge voters
370-4962-4000-0000 Instructions to voters
370-4962-6000-0000 Count ballots
370-4962-8000-0000 Certification of conduct of election

370-4962-8050-0000 Effect of

370-4975 CONDUCT OF OBSERVER

370-4975-0100-0000 Generally
370-4975-2500-0000 Maintaining voter list
370-4975-5000-0000 Electioneering
370-4975-6000-0000 Instructing voters
370-4975-7500-0000 Confining observer

370-5600 CHALLENGE OF VOTER

370-5601 GENERALLY

370-5601-1100-0000 Right to challenge (see also 370-4962 & 9100)
370-5601-1150-0000 Consent election
370-5601-1175-0000 Denial of right
370-5601-2200-0000 Ability to challenge
370-5601-2233-0000 Interference with
370-5601-3300-0000 Proper time to challenge
370-5601-3350-0000 Before voter receives and marks ballot

370-5601-4400-0000 Mechanics involved
370-5601-4401-0000 Generally
370-5601-4450-0000 Signing of ballot envelope
370-5601-5500-0000 Withdrawal of challenge
370-5601-6600-0000 Withdrawal of challenged ballot (see 370-7750)

370-5601-7700-0000 Comingled challenged ballots (See 370-7750)

370-5601-8800-0000 Method of challenge
370-5601-8833-0000 Mass challenges
370-5601-8867-0000 Inconsistent challenging

370-6300 MAIL BALLOTING

370-6301 GENERALLY

370-6325 AUTHORITY AND RESPONSIBILITY FOR CONDUCTING ELECTION BY MAIL

370-6325-2500-0000 Specific authorization by Board

370-6325-5000-0000 Discretion of Regional Director

370-6325-5001-0000 Generally
370-6325-5033-0000 Effect of prior manual election

370-6325-5067-0000 No specific authorization in directed election

370-6350 FACTORS CONSIDERED IN DETERMINING USE OF MAIL BALLOTS

370-6350-2500-0000 Scattered location of voters
370-6350-5000-0000 Employees in armed services
370-6350-5001-0000 Generally
370-6350-5050-0000 Administrative difficulties
370-6350-7500-0000 Employees unable to vote in person due to illness, other jobs or action by employer

370-6375 PROCEDURE FOR CONDUCTING ELECTION BY MAIL

370-6375-1200-0000 Establishment of no-electioneering period

370-6375-2500-0000 Notice to employees

370-6375-3700-0000 Mailing ballot to voter

370-6375-4000-0000 Delivery of mail ballot to voter by individual

370-6375-4400-0000 Access to employees for solicitation purposes

370-6375-5000-0000 Time ballot in voter's possession

370-6375-5500-0000 Party's collection of mail ballot

370-6375-6200-0000 Provisions for return of ballots

370-6375-6500-0000 Verification of receipt of mail ballots

370-6375-7000-0000 Effect of non-receipt of ballots

370-6375-7200-0000 Invalid ballot cast

370-6375-7500-0000 Timeliness of receipt of cast ballots

370-6375-7501-0000 Generally

370-6375-7550-0000 Late receipt

370-6375-8100-0000 Lost ballots

370-6375-8700-0000 Verification of voter's identity

370-7000 SECRECY OF BALLOT

370-7001 GENERALLY

370-7033 NATURE OF VOTING CONDITIONS RAISING QUESTION OF OPPORTUNITY TO CAST SECRET BALLOT

370-7033-3300-0000 Location of voting area
370-7033-3301-0000 Generally

370-7033-3333-0000 Automobile

370-7033-6700-0000 Voting facilities in voting area

370-7033-6733-0000 Polling booth

370-7033-6733-2500 Improper use of

370-7033-6733-3300 Employees occupying booth at same time

370-7033-6733-5000 Failure to use

370-7033-6733-7500 Absence of

370-7033-6767-0000 Ballot box

370-7033-6800-0000 Removal of ballot from voting area

370-7033-6900-0000 Mail ballot

370-7067 IDENTITY OF VOTER

370-7067-2000-0000 Election process identifying ballot of voter

370-7067-2033-0000 Challenge procedure

370-7067-2033-0100 Generally

370-7067-2033-2500 Opening and counting sole

challenged ballot unavoidable result of challenge procedure where ballot would affect results

370-7067-2033-5000 where challenged ballots which affect results of election have been lost, Board will direct new election

370-7067-2067-0000 Use of different ballots

370-7067-2067-3300 Foreign language and English

370-7067-2067-6700 Various colors

<u>370-7067-4000-0000</u>	Mail balloting	370-7750-7000-0000	Withdrawal of challenged ballot
370-7067-6000-0000	Marking of ballot	370-7750-8000-0000	By parties
370-7067-6033-0000	Ballot which inherently discloses the identity of voter violates secrecy of ballot	<u>370-7750-9000-0000</u>	By voter
<u>370-7067-6033-0100</u>	Generally	<u>370-7760</u> COUNTING OF BALLOTS WHERE SETTLEMENT AGREEMENT	
370-7067-6033-1700	Signature on ballot	<u>370-7762</u> COUNTING OF MAIL BALLOTS	
370-7067-6033-3300	Initials on ballot	<u>370-7775</u> RECOUNT	
370-7067-6033-5000	Clock numbers on ballot	<u>370-7787</u> REPRESENTATIVE VOTE CAST	
370-7067-6033-6700	Badge numbers on ballot	370-7787-3300-0000	Representative - election certified
370-7067-6033-8300	Other identifying marks on ballot	370-7787-6700-0000	Not representative - election set aside
<u>370-7067-6067-0000</u>	Ballots which have markings that may have been deliberately made and may serve to reveal identity of voter violates secrecy of ballot	<u>370-8400</u> MAJORITY CONCEPT UTILIZED BY BOARD	
370-7067-8000-0000	Statement of how employee voted does not violate secrecy of ballot	<u>370-8433</u> INVALID BALLOTS SHOULD NOT BE COUNTED FOR PURPOSE OF MAJORITY DETERMINATION	
370-7067-9000-0000	Waiver	<u>370-8467</u> MAJORITY CONSISTS OF MORE THAN HALF WHO CAST VALID BALLOTS	
<u>370-7700</u> COUNT		370-8467-0100-0000	Generally
<u>370-7701</u> GENERALLY		370-8467-3300-0000	Majority of employees in unit not required to participate in election
<u>370-7712</u> TIME OF		370-8467-6700-0000	Majority of employees in unit not required to cast vote for union
<u>370-7725</u> VALIDITY OF BALLOT		<u>370-8487</u> IN DEAUTHORIZATION ELECTION, MAJORITY OF ELIGIBLE VOTERS MUST VOTE IN FAVOR OF DEAUTHORIZATION TO CARRY	
<u>370-7725-0100-0000</u>	Generally	<u>370-9100</u> ROLE OF BOARD AGENT	
<u>370-7725-0150-5033</u>	Unambiguous - valid	<u>370-9133</u> PERSONAL CONDUCT	
<u>370-7725-3300-0000</u>	Properly or improperly marked ballot	<u>370-9133-3300-0000</u>	Bias
<u>370-7725-3333-0000</u>	Intent of voter	<u>370-9133-3317-0000</u>	Determination of election mechanics
<u>370-7725-3333-0100</u>	Generally	370-9133-3333-0000	Prior investigation of employer
370-7725-3333-2500	Erasures on ballot	<u>370-9133-3350-0000</u>	Fraternization with party to election
<u>370-7725-3333-3300</u>	Both boxes marked	<u>370-9133-3367-0000</u>	Statements
<u>370-7725-3333-5000</u>	Mark other than "x" used to designate choice	<u>370-9133-3383-0000</u>	Selection of observer
<u>370-7725-3333-7500</u>	Wording, lettering or other markings on front or back of ballot	<u>370-9133-5000-0000</u>	Interruption of election
<u>370-7725-3367-0000</u>	Identification of voter on ballot	370-9133-6700-0000	Failure to follow instructions
370-7725-6700-0000	Ballot cast for choice not listed	370-9133-8300-0000	Conduct of other Board employees
370-7725-6725-0000	Unmarked ballot	<u>370-9167</u> FUNCTIONS AND RESPONSIBILITIES	
<u>370-7725-6750-0000</u>	Use of wrong ballot	370-9167-0700-0000	Preparation of ballot box
370-7725-6775-0000	Marked uncast ballot	370-9167-0750-0000	Sealing of ballot box
<u>370-7737</u> PREPARATION OF TALLY OF BALLOTS		370-9167-0750-0100	Generally
<u>370-7737-0100-0000</u>	Generally	370-9167-0750-3300	Failure to seal
370-7737-2500-0000	Ballots cast differ in number from ballots counted	370-9167-0750-6700	Procedure for sealing
370-7737-5000-0000	Void ballots not to be included in tally for purpose of majority determination	370-9167-0750-8500	Without presence of party
<u>370-7750</u> BALLOTS OF CHALLENGED VOTERS		<u>370-9167-1400-0000</u>	Custody of ballot box and unmarked ballots
370-7750-0100-0000	Generally	370-9167-1433-0000	Maintaining security of ballot box
<u>370-7750-1000-0000</u>	When determinative of result	370-9167-1433-0100	Generally
<u>370-7750-2000-0000</u>	When not determinative of result	<u>370-9167-1433-3300</u>	During election
370-7750-3000-0000	Destruction of	370-9167-1433-6700	During interim between voting sessions
370-7750-4000-0000	Ballots commingled with nonchallenged ballots	370-9167-1467-0000	Maintaining secrecy of ballots
<u>370-7750-5000-0000</u>	Ballot cast without identity marked on envelope	370-9167-2100-0000	Handling of marked ballots
<u>370-7750-6000-0000</u>	Opening and counting of certain challenged ballots prior to resolution of challenge	<u>370-9167-2101-0000</u>	Generally
		370-9167-2133-0000	Destruction of ballots

370-9167-2167-0000	Loss of ballots	<u>370-9167-6150-6700</u>	After close of polls
370-9167-2700-0000	Inspection of election facilities	370-9167-6800-0000	Notification of employees to vote
370-9167-2733-0000	Prior to election	<u>370-9167-6850-0000</u>	While election in progress
370-9167-2767-0000	During election	<u>370-9167-7500-0000</u>	Determination of eligibility
<u>370-9167-3400-0000</u>	Instruction of voters	<u>370-9167-7533-0000</u>	Investigation prior to election
370-9167-3425-0000	Adequacy of	370-9167-7567-0000	Use of incorrect eligibility date
370-9167-3450-0000	Content of		
370-9167-3450-3300	Eligibility requirements	370-9167-8100-0000	Challenge procedure
370-9167-3450-6700	Employee rights	370-9167-8101-0000	Generally
370-9167-3475-0000	Manner of	370-9167-8125-0000	Conduct
370-9167-3475-0100	Generally	370-9167-8125-3300	As to challenger
370-9167-3475-2500	Non-English speaking	370-9167-8125-6700	As to challengee
370-9167-3475-5000	To a group	<u>370-9167-8150-0000</u>	Right to challenge
370-9167-4100-0000	Direction of observers	<u>370-9167-8150-5000</u>	Denial of
<u>370-9167-4101-0000</u>	Generally	<u>370-9167-8175-0000</u>	Duty to challenge
<u>370-9167-4150-0000</u>	Instructions	<u>370-9167-8175-3300</u>	Not on eligibility list
370-9167-4150-5000	Method of	<u>370-9167-8175-6700</u>	Known to be ineligible
<u>370-9167-4800-0000</u>	Opening of polls	<u>370-9167-8175-9900</u>	In absence of observer or where observer fails to challenge
<u>370-9167-4850-0000</u>	Late		
370-9167-5400-0000	Maintaining free opportunity to vote	<u>370-9167-8200-0000</u>	Handling challenged ballots
<u>370-9167-5450-0000</u>		<u>370-9167-8800-0000</u>	Closing of polls
<u>370-9167-6100-0000</u>	Police electioneering	<u>370-9167-8825-0000</u>	Late
370-9167-6101-0000	Granting of voting privilege	<u>370-9167-8850-0000</u>	Early
370-9167-6150-0000	Generally	<u>370-9167-9500-0000</u>	Reopening of polls
370-9167-6150-3300	Denial of right to vote	<u>370-9500</u>	UNION AFFILIATION, MERGER OR DISAFFILIATION ELECTIONS
	While polls officially open		

<p>378 CONDUCT INTERFERING WITH ELECTION CHOICE</p> <hr/> <p>378-0100 GENERALLY</p> <p>378-0120 BOARD RESPONSIBLE FOR FAIR ELECTION</p> <p>378-0140 DELEGATION OF ELECTION DETAILS TO REGIONAL DIRECTOR PROPER</p> <p>378-0150 BOARD MAY CONSIDER CONCURRENT ULP'S EVEN THOUGH NOT ALLEGED IN OBJECTIONS</p> <p>378-0160 ISOLATED CONDUCT</p> <p><u>378-0160-5000-0000</u> Impact where election lost by close margin</p> <p>378-0170 CONDUCT MUST AFFECT EMPLOYEES IN UNIT VOTING</p> <p>378-0180 TIMING OF CONDUCT</p> <p><u>378-0180-1700-0000</u> Remote in time</p> <p><u>378-0180-3300-0000</u> Critical period</p> <p><u>378-0180-6700-0000</u> Cut-off date</p> <p>378-1400 STANDARD FOR ELECTION CONDUCT</p> <p>378-1401 GENERALLY</p> <p><u>378-1401-1200-0000</u> Parties' informal elections</p> <p><u>378-1401-2500-0000</u> ULP conduct a fortiori interference with election</p> <p><u>378-1401-5000-0000</u> "Laboratory conditions" standard</p> <p><u>378-1401-6700-0000</u> Conduct objectionable which may reasonably be expected to have significant impact on election</p> <p><u>378-1401-6725-0000</u> Impact on small unit</p> <p><u>378-1401-6750-0000</u> De minimis impact of conduct</p> <p><u>378-1401-7100-0000</u> Subjective reaction of employees irrelevant</p> <p><u>378-1401-7500-0000</u> Atmosphere of fear and violence</p> <p><u>378-1401-8700-0000</u> Conduct must be attributable to party unless so disruptive as to preclude free expression of choice</p> <p>378-1700 ABUSE OF, OR INTERFERENCE WITH, BOARD PROCESSES</p> <p>378-2000 INTERFERENCE WITH COMMUNICATION TO VOTERS</p> <p>378-2100 SPEECHES TO MASSED EMPLOYEES WITHIN 24 HOURS OF ELECTION (PEERLESS PLYWOOD RULE)</p> <p>378-2500 FILING CIVIL SUIT OR CRIMINAL COURT ACTION</p> <p>378-2800 CONDUCT OF EMPLOYER</p> <p>378-2801 GENERALLY</p> <p><u>378-2801-1700-0000</u> Employer's legal duty to deal with employees as it would if no union on scene</p> <p><u>378-2801-3300-0000</u> Protections of Section 8(c) of Act</p> <p><u>378-2801-3333-0000</u> Has no application to R cases</p> <p><u>378-2801-3367-0000</u> Found applicable in representation case</p> <p><u>378-2801-6700-0000</u> Neutralizing coercive effect</p> <p>378-2804 EMPLOYER OBLIGATION TO NEGOTIATE WITH INCUMBENT UNION DURING CAMPAIGN</p>	<p>378-2806 EMPLOYER OBLIGATION TO SIGN OR HONOR CONTRACT WITH INCUMBENT UNION DURING CAMPAIGN</p> <p>378-2808 FAVORITISM OR DECLARATIONS OF UNION PREFERENCE</p> <p><u>378-2808-2500-0000</u> Urging employees to vote for favored union</p> <p><u>378-2808-5000-0000</u> Honoring of checkoff authorization cards</p> <p>378-2812 CAMPAIGNING ON WORK TIME WHILE DENYING EMPLOYEES SAME OPPORTUNITY</p> <p>378-2816 ADDRESSING OR INTERVIEWING EMPLOYEES</p> <p><u>378-2816-0100-0000</u> Generally</p> <p><u>378-2816-2500-0000</u> Statements to employees individually or in groups</p> <p><u>378-2816-5000-0000</u> Refusing union equal time to address employees</p> <p><u>378-2816-7500-0000</u> Visiting employees in their homes</p> <p>378-2820 POLLING EMPLOYEES</p> <p>378-2824 INTERROGATION</p> <p>378-2827 SOLICITATION OF GRIEVANCES</p> <p>378-2828 REMEDYING DISCRIMINATORY ACTIONS OR GRIEVANCES</p> <p>378-2829 SOLICITATION OF OPPOSITION TO UNION</p> <p>378-2832 DISCRIMINATORY TREATMENT OR THREAT THEREOF</p> <p>378-2835 PREDICTION OF DETRIMENTAL RESULTS OF UNIONIZATION</p> <p>378-2837 SHOWING MOVIES, SLIDE PRESENTATIONS, ETC.</p> <p>378-2839 WAGE INCREASES AND OTHER BENEFITS, OR PROMISES THEREOF</p> <p><u>378-2839-1700-0000</u> Statements concerning benefits</p> <p><u>378-2839-2500-0000</u> Offer of or promotion to supervisor to preclude voting in election</p> <p><u>378-2839-3300-0000</u> To unit employees</p> <p><u>378-2839-3333-0000</u> Preceding election</p> <p><u>378-2839-3367-0000</u> After election while objections pending</p> <p><u>378-2839-3382-0000</u> After election before expiration of time for filing objections</p> <p><u>378-2839-6700-0000</u> To employees in other plants or units not seeking representation</p> <p>378-2843 DENIAL OR WITHHOLDING OF WAGE INCREASE OR OTHER BENEFITS, OR THREATS THEREOF</p> <p><u>378-2843-5000-0000</u> Placing onus for withholding on union</p> <p>378-2847 RULES RESTRICTING UNION ACTIVITY (See also 512-5012)</p> <p><u>378-2847-3300-0000</u> No distribution, no solicitation</p> <p><u>378-2847-3350-0000</u> Existence destroys laboratory conditions</p> <p><u>378-2847-5000-0000</u> Interference with use of bulletin board, computer, E-mail</p> <p><u>378-2847-6700-0000</u> Restriction of employees' meetings or movements within plant</p>
--	--

<u>378-2847-6800-0000</u>	Restriction of employee's access to plant	<u>378-2885-1000-0000</u>	Opportunity for other party to respond
<u>378-2847-8400-0000</u>	Interfering with wearing of, or display of, union insignia	<u>378-2885-2000-0000</u>	Employer statements
<u>378-2847-9200-0000</u>	Requiring wearing of antiunion insignia	<u>378-2885-2010-0000</u>	Rank of supervisor making statement
<u>378-2847-9600-0000</u>	Prohibiting disclosure of confidential personnel information (employees' names, addresses, wage rate, etc.)	<u>378-2885-2033-0000</u>	Kinds of statements
<u>378-2851</u>	DENIAL OF ACCESS TO EMPLOYER'S PREMISES OF NONEMPLOYEE UNION REPRESENTATIVE	<u>378-2885-2033-1700</u>	Maintenance of existing level of benefits
<u>378-2855</u>	SURVEILLANCE OR IMPRESSION THEREOF	<u>378-2885-2033-3300</u>	Declaration of union preference
<u>378-2855-3300-0000</u>	Recruiting employees for surveillance	<u>378-2885-2033-4100</u>	Inevitability of loss or delay of pay raise
<u>378-2855-6700-0000</u>	Informing employees of surveillance	<u>378-2885-2033-5000</u>	Declaration of opposition to union
<u>378-2857</u>	LIST KEEPING	<u>378-2885-2033-5800</u>	Disparagement of union officials
<u>378-2858</u>	DIRECTING EMPLOYEES TO REPORT U HARASSMENT OR COERCION	<u>378-2885-2033-6700</u>	Loss of jobs
<u>378-2862</u>	VARIOUS ULP's DURING CRITICAL PERIOD	<u>378-2885-2033-7500</u>	Bargain from scratch
<u>378-2870</u>	TOTALITY OF PRE-ELECTION CONDUCT	<u>378-2885-2033-8300</u>	Inevitability of strikes and shutdown
<u>378-2872</u>	CHANGE IN PAYCHECK PROCESS	<u>378-2885-2033-8700</u>	Promise to correct grievances
<u>378-2874</u>	INTERFERENCE WITH ORDERLY ELECTION PROCESSES	<u>378-2885-2033-9000</u>	Concerning organizational activities
<u>378-2876</u>	FAILURE TO PERMIT UNION OBSERVER TO PARTICIPATE IN POLLING	<u>378-2885-2033-9100</u>	Futility of unionization
<u>378-2878</u>	FURNISHING LIST OF EMPLOYEE NAMES AND ADDRESSES (EXCELSIOR LIST)	<u>378-2885-2033-9150</u>	Employer will not bargain
<u>378-2878-0100-0000</u>	Generally	<u>378-2885-2033-9200</u>	Employer will not deal directly with employees
<u>378-2878-1400-0000</u>	Adequacy of list furnished	<u>378-2885-2033-9400</u>	Defeat of union necessary before correction of employee grievances
<u>378-2878-1450-0000</u>	Substantial compliance	<u>378-2885-4000-0000</u>	Misrepresentation concerning material issue
<u>378-2878-1475-0000</u>	Adequacy requirement not satisfied	<u>378-2885-4001-0000</u>	Generally
<u>378-2878-2800-0000</u>	Timeliness	<u>378-2885-4014-0000</u>	Timing, opportunity to rebut
<u>378-2878-4200-0000</u>	Late submission of list	<u>378-2885-4028-0000</u>	Within special knowledge of party making misrepresentation
<u>378-2878-4250-0000</u>	Substantial question of eligibility of employees thereon as justifying late submission	<u>378-2885-4042-0000</u>	Employees capable of evaluation
<u>378-2878-5600-0000</u>	Failure to furnish list	<u>378-2885-4056-0000</u>	De minimus effect; no real impact on election
<u>378-2878-7000-0000</u>	Automatic exception	<u>378-2885-4062-0000</u>	Union fines
<u>378-2878-7050-0000</u>	Not applicable to expedited elections pursuant to 8(b)(7)(C)	<u>378-2885-4066-0000</u>	Misleading representation of the law
<u>378-2878-8400-0000</u>	Rule not to be mechanically applied	<u>378-2885-4070-0000</u>	Union dues and fees
<u>378-2885</u>	PRE-ELECTION PROPAGANDA	<u>378-2885-4073-0000</u>	Union strike vote procedure
<u>378-2885-0100-0000</u>	Generally	<u>378-2885-4075-0000</u>	Transfer to different jobs or plants
<u>378-2885-0120-0000</u>	Campaign propaganda evaluated as a whole	<u>378-2885-4077-0000</u>	Wages at unionized plant
<u>378-2885-0140-0000</u>	Economic dependency of employees to be considered	<u>378-2885-4078-0000</u>	Salaries and benefits of union representatives
<u>378-2885-0160-0000</u>	Statements must be phrased on basis of objective facts	<u>378-2885-4079-0000</u>	Effectiveness of Union representative
<u>378-2885-0180-0000</u>	Reasonable predictions of consequences	<u>378-2885-4080-0000</u>	Union strike at another plant
<u>378-2885-0180-5000</u>	Employer's obligation to produce objective evidence that consequences predicted were beyond his control	<u>378-2885-4084-0000</u>	Union responsible for reduction of jobs and eventual closure of another plant
		<u>378-2885-4086-0000</u>	Board requirement that union withdraw charges
		<u>378-2885-4093-0000</u>	Board position, processes or document
		<u>378-2885-4095-0000</u>	Distribution of forged documents
		<u>378-2885-6000-0000</u>	Comments and instructions concerning election

<u>378-2885-6017-0000</u>	Encouraging wearing of "vote no" buttons	<u>378-4263</u> PHOTOGRAPHING, VIDEOTAPING
<u>378-2885-6021-0000</u>	Making available buttons or clothing with company insignia	<u>378-4265</u> PRE-ELECTION POLLING
<u>378-2885-6023-0000</u>	Making available T-shirts, documents or other items indicating employee's union sentiment	<u>378-4270</u> PRE-ELECTION PROPAGANDA
<u>378-2885-6025-0000</u>	Letters urging "no" vote	<u>378-4270-0100-0000</u>
<u>378-2885-6050-0000</u>	Posting or distributing altered ballot	<u>378-4270-1700-0000</u>
<u>378-2885-6056-0000</u>	Conducting mock voting demonstration	<u>378-4270-3300-0000</u>
<u>378-2885-6062-0000</u>	Failure to post or delay in posting election notices	notices
<u>378-2885-6075-0000</u>	Distribution of official notice accompanied by partisan message	<u>378-4270-4000-0000</u>
<u>378-2885-6087-0000</u>	Distribution for signature of anti-union cards	conditions
<u>378-2885-7000-0000</u>	Defacing of election notice	<u>378-4270-5000-0000</u>
<u>378-2885-8000-0000</u>	Appeals to racial or religious prejudice	Appeals to racial, sexual or religious prejudice
<u>378-2889</u> PROUNION CONDUCT OF SUPERVISORS		<u>378-4270-6700-0000</u>
<u>378-2890</u> SELECTION OF ELECTION OBSERVER		material issue
<u>378-2891</u> COUNTERACTING UNION'S CAMPAIGN		<u>378-4270-6701-0000</u>
<u>378-2893</u> ASSISTANCE, SUPPORT OR DOMINATION OF LABOR ORGANIZATION		<u>378-4270-6703-0000</u>
<u>378-2893-5000-0000</u>	Inviting rival union to organize plant	Union's operation
<u>378-2897</u> GIFTS AND OTHER INDUCEMENTS OF VALUE		<u>378-4270-6704-0000</u>
<u>378-2897-2500-0000</u>	Cocktail parties, dinners, etc.	False statements concerning opposing union
<u>378-2897-5000-0000</u>	Raffles	<u>378-4270-6705-0000</u>
<u>378-2897-7500-0000</u>	Contests	Union dues and initiation fees
<u>378-2897-8700-0000</u>	Payments to employees	<u>378-4270-6706-0000</u>
<u>378-2897-9900-0000</u>	Other	Employees capable of evaluation
<u>378-2898</u> REPUDIATION OF UNLAWFUL CONDUCT		<u>378-4270-6710-0000</u>
<u>378-4200</u> CONDUCT OF LABOR ORGANIZATION		<u>378-4270-6715-0000</u>
<u>378-4201</u> GENERALLY		impact on election
<u>378-4201-5000-0000</u>	Conduct neutralizing coercive effect	<u>378-4270-6720-0000</u>
<u>378-4214</u> PROMISES		plant
<u>378-4228</u> THREATS		<u>378-4270-6725-0000</u>
<u>378-4235</u> VIOLENCE		of union
<u>378-4238</u> PROPERTY DAMAGE		<u>378-4270-6730-0000</u>
<u>378-4242</u> ADDRESSING OR INTERVIEWING EMPLOYEES		insurance benefits
<u>378-4242-2500-0000</u>	Conversing with employees in immediate vicinity of polling area	<u>378-4270-6735-0000</u>
<u>378-4242-5000-0000</u>	Visiting and interviewing employees in their homes	<u>378-4270-6740-0000</u>
<u>378-4242-6200-0000</u>	Boarding vessels to solicit employees in mail ballot election	other plants
<u>378-4242-7500-0000</u>	Broadcasts to employees by TV, radio, or soundtruck	<u>378-4270-6745-0000</u>
<u>378-4249</u> ATTENDANCE AT PRE-ELECTION MEETING		Unemployment compensation
<u>378-4256</u> INTERROGATION		<u>378-4270-6750-0000</u>
<u>378-4258</u> SURVEILLANCE OR IMPRESSION THEREOF		<u>378-4270-6755-0000</u>
<u>378-4260</u> LIST KEEPING		<u>378-4270-6760-0000</u>
		other employers or other industries
		<u>378-4270-6765-0000</u>
		<u>378-4270-6767-0000</u>
		savings plan
		<u>378-4270-6770-0000</u>
		employer conduct
		<u>378-4270-6772-0000</u>
		working time
		<u>378-4270-6775-0000</u>
		documents
		<u>378-4270-6776-0000</u>
		documents
		<u>378-4270-6777-0000</u>
		boards
		<u>378-4270-6780-0000</u>
		<u>378-4270-6780-3300</u>
		<u>378-4270-6780-6700</u>
		<u>378-4270-6785-0000</u>
		<u>378-4270-6787-0000</u>
		<u>378-4270-6790-0000</u>
		effect of election
		<u>378-4270-6791-0000</u>
		Majority of employees had signed union authorization cards or petition supporting union
		<u>378-4270-6795-0000</u>
		Endorsement of union by Board or U.S. Government

378-4270-6798-0000 Other employer benefits
 378-4270-6799-0000 Other benefits
378-4277 PAYMENT TO VOTERS ACTING AS ELECTION OBSERVERS
378-4284 GIFTS AND OTHER INDUCEMENTS OF VALUE
 378-4284-2000-0000 Gifts
 378-4284-2500-0000 Payment of parking fees and other transportation costs while voting
 378-4284-2800-0000 Parties, dinners, etc.
 378-4284-3000-0000 Free food or drinks
 378-4284-3500-0000 Payment for union support
 378-4284-3700-0000 Reimbursing employees for attending hearing
 378-4284-3800-0000 Reimbursement for lost wages by voters
 378-4284-4000-0000 Door prizes
 378-4284-4500-0000 Employment
 378-4284-5000-0000 Initiation fees
 378-4284-6000-0000 Raffles
 378-4284-6500-0000 Health benefits; legal services
 378-4284-7000-0000 Assistance to strikers or discriminateses
 378-4284-8000-0000 Waiver or reduction of union dues, or time required for journeyman status
 378-4284-9000-0000 Payment for lost time in lieu of witness fees
 378-4284-9900-0000 Other
378-4290 TOTALITY OF CONDUCT
378-5600 EMPLOYEE CONDUCT
378-5625 RANK-AND-FILE UNIT EMPLOYEES
 378-5625-0100-0000 Generally
 378-5625-1700-0000 Physical violence
 378-5625-2500-0000 Disclosure of confidential information
 378-5625-2900-0000 Misstatement of law
 378-5625-3300-0000 Predictions and threats of physical violence
 378-5625-4100-0000 Impugning motives of fellow employees
 378-5625-4300-0000 Appeals to racial, sexual, or religious prejudice
 378-5625-4500-0000 Providing food and drink
 378-5625-5000-0000 Taking poll of employees' preference in election
 378-5625-6700-0000 Statements and/or conduct not attributable to the parties
 378-5625-6733-0000 Having substantial impact
 378-5625-6767-0000 Having insubstantial impact
 378-5625-7000-0000 List keeping
 378-5625-8300-0000 Threats to other employees
 378-5625-8500-0000 Property damage
 378-5625-9000-0000 Acceptance of state unemployment insurance
378-5650 EMPLOYEES OUTSIDE BARGAINING UNIT
 378-5650-2500-0000 Supervisors
 378-5650-5000-0000 Immaterial that "volunteers" not involved in election
378-5662 FORMER EMPLOYEES
378-5675 INDEPENDENT ASSOCIATION OF EMPLOYEES

378-7000 CONDUCT OF NON-PARTICIPANTS IN ELECTION
378-7025 CHAMBER OF COMMERCE
378-7050 LOCAL BUSINESSMEN OR BANKERS
378-7060 PUBLIC OFFICIAL
378-7075 LOCAL NEWSPAPER, RADIO OR TV STATION
 378-7075-5000-0000 In association with other members of community
378-7087 POLLSTERS
378-7099 OTHERS
378-8400 ELECTIONEERING AT OR NEAR POLLS WHILE OPEN
378-8401 GENERALLY
378-8410 AGENCY RELATIONSHIP IN COMMISSION OF ELECTIONEERING ORAL COMMUNICATION TO VOTERS
 378-8420-3300-0000 Location of communication
 378-8420-3325-0000 Conversation within voting area
 378-8420-3325-2500 By employer (representative, observer, or agent)
 378-8420-3325-5000 By union (representative, observer, or agent)
 378-8420-3325-7500 Others
 378-8420-3350-0000 Conversation just outside voting area or within designated "no electioneering" area
 378-8420-3350-2500 By employer (representative or agent)
 378-8420-3350-5000 By union (representative or agent)
 378-8420-3350-7500 Others
 378-8420-3375-0000 Conversation away from immediate vicinity or outside designated "no electioneering" area
 378-8420-3375-2500 By employer (representative or agent)
 378-8420-3375-5000 By union (representative or agent)
 378-8420-3375-7500 Others
 378-8420-6700-0000 Use of mechanical amplifier
378-8430 MERE PHYSICAL PRESENCE
 378-8430-2500-0000 Within voting area
 378-8430-2525-0000 By employer or employer representative
 378-8430-2550-0000 Union official, representative, or U supporter
 378-8430-2575-0000 Others
 378-8430-5000-0000 Just outside voting area or within designated "no electioneering" area
 378-8430-5025-0000 By employer or employer representative
 378-8430-5050-0000 By union official or representative
 378-8430-5075-0000 Others
 378-8430-7500-0000 Away from immediate vicinity or outside designated "no electioneering" area
378-8440 WEARING OF INSIGNIAS
 378-8440-3300-0000 Within voting area
 378-8440-3325-0000 By voters
 378-8440-3350-0000 By observer
 378-8440-3375-0000 By other persons

378-8440-6700-0000 Outside voting area
378-8450 USE OF PLACARDS
378-8450-3300-0000 Within voting area
378-8450-6700-0000 Outside voting area
378-8460 DISTRIBUTION OF CAMPAIGN LITERATURE
378-8460-2500-0000 Time of distribution
378-8460-3300-0000 Place of distribution
378-8460-3333-0000 Within voting area
378-8460-3367-0000 Outside voting area
378-8460-6700-0000 Objectionable content of literature distributed

378-8470 PHYSICAL COERCION OR THREATS THEREOF AND OTHER TYPES OF RESTRAINT
378-8480 ELECTIONEERING DURING MAIL BALLOTING
378-8490 TRANSPORTATION OF VOTERS TO POLLS
378-8490-3300-0000 By employer
378-8490-6700-0000 By union
378-9000 ACTIONS OF BOARD OR BOARD AGENT
378-9033 ACTION OF BOARD
378-9033-5000-0000 Processing of Excelsior list
378-9067 ACTION OF BOARD AGENT

385	POST-CERTIFICATION AND UNIT CLARIFICATION ISSUES
385-0100	GENERALLY
385-0150	BOARD AUTHORITY TO AMEND, CLARIFY, AND POLICE CERTIFICATION INHERENT IN AUTHORITY TO ISSUE
385-1200	VALIDITY OF CERTIFICATION
385-2500	AMENDMENT OF CERTIFICATION
385-2501	GENERALLY
385-2501-5000-0000	Not done where question of representation exists
385-2512	CHANGE OF EMPLOYER
385-2512-5000-0000	Substitution of successor employer
385-2525	CHANGE IN REPRESENTATIVE
385-2525-0100-0000	Generally
385-2525-0800-0000	Affiliation of union with international
385-2525-1700-0000	Substitution of local for certified international
385-2525-3400-0000	Substitution of union with which certified representative has affiliated
385-2525-4300-0000	Substitution of union with which recognized representative has merged
385-2525-5000-0000	Substitution of union with which certified representative has merged
385-2525-5050-0000	Substitution of union with which certified affiliated has consolidated
385-2525-5075-0000	Ordered by international
385-2525-6700-0000	Substitution of sister local to whom certified local has ceded jurisdiction
385-2525-7500-0000	Substantial continuity between pre- and post-affiliation bargaining representative
385-2525-8400-0000	Employee approval of substitution of representative
385-2525-8450-0000	Approval by vote on issue
385-2525-8450-2000	Adequacy of notice
385-2525-8450-4000	Eligibility to vote
385-2525-8450-4033	Unit members
385-2525-8450-4067	Union members
385-2525-8450-6000	Regularity of voting procedures
385-2525-8450-8000	Approval by majority of those voting
385-2525-9300-0000	Interval from last Board election
385-2537	CHANGE IN NAME ONLY
385-2550	CHANGE IN UNIT
385-2550-2500-0000	Combined unit
385-2550-3700-0000	Relocation of portion of unit
385-2550-5000-0000	Certification amended only to reflect results of unit clarification proceeding
385-2550-7500-0000	From multiemployer to single-employer unit
385-2575	EFFECT OF AMENDMENT
385-2575-5000-0000	Does not constitute recertification
385-5000	SUSPENSION OR REVOCATION OF CERTIFICATION
385-5001	GENERALLY

385-5001-5000-0000	Board has inherent authority to police own certifications
385-5050	GROUND FORS FOR SUSPENSION OR REVOCATION
385-5050-2500-0000	Defective election
385-5050-3700-0000	Lack of full disclosure
385-5050-4300-0000	Union misconduct
385-5050-5000-0000	Assistance to union
385-5050-6200-0000	Intervening court decision
385-5050-6700-0000	Domination and control by supervisory personnel
385-5050-7500-0000	Failure to represent employees
385-5050-7533-0000	Conflict of interest
385-5050-7550-0000	Sexually discriminatory practice
385-5050-7567-0000	Racially discriminatory practice
385-5050-8700-0000	Affiliation of guard union with nonguard union
385-5050-9300-0000	Union found not to be labor organization under Act
385-7500	UNIT CLARIFICATION
385-7501	GENERALLY
385-7501-2500-0000	Board authority
385-7501-2501-0000	Generally
385-7501-2512-0000	No clarification where question of representation exists
385-7501-2525-0000	Clarification of certified unit inherent in power to certify
385-7501-2537-0000	Clarification of uncertified unit permitted under section 9(b)
385-7501-2550-0000	Clarification to permit merger of separate units within Board authority
385-7501-2550-5000	May direct self-determination election as aid to decision
385-7501-2562-0000	Board may clarify unit on own motion
385-7501-2577-0000	Clarification of unit through unfair labor practice proceedings
385-7501-2580-0000	Clarification of unit certified by state agency
385-7501-2581-0000	Clarification not precluded by arbitrator's award or proceeding
385-7501-2585-0000	Clarification not available to add new classifications
385-7501-2587-0000	Clarification not available to resolve jurisdictional dispute
385-7501-2590-0000	No clarification of members-only unit
385-7501-2593-0000	Availability of clarification for modification of unit description
385-7501-5000-0000	No showing of interest required
385-7501-7500-0000	Contract-bar rules inapplicable
385-7533	ISSUES RESOLVABLE BY CLARIFICATION PROCEEDING
385-7533-2000-0000	Job classification coverage
385-7533-2001-0000	Generally
385-7533-2001-5000	Intention of parties to include or exclude classification

<u>385-7533-2020-0000</u>	Classification existing at time of certification, recognition, or collective bargaining agreement	<u>385-7533-4060-0000</u>	New operations
<u>385-7533-2020-1700</u>	Employees sought excluded from voting	<u>385-7533-4080-0000</u>	Reorganization of operations
385-7533-2020-2500	Employees sought voted subject to challenge	<u>385-7533-4080-5000</u>	Merged employees historically represented by different unions
<u>385-7533-2020-3300</u>	Employees sought excluded from prior representation	385-7533-4080-7500	Merged employees unrepresented
<u>385-7533-2020-4100</u>	Employees sought excluded for long period	385-7533-6000-0000	Clarification of noncertified units
<u>385-7533-2020-5000</u>	Employees sought covered in another contract unit	385-7533-8000-0000	Consolidation of existing units represented by same petitioner
<u>385-7533-2020-6700</u>	Petitioner never represented employees sought	<u>385-7533-8008-0000</u>	Petition for clarification not considered within 1 year of certification
385-7533-2020-8400	No claim made until after certification	385-7533-8017-0000	No question concerning representative status of petitioner
<u>385-7533-2040-0000</u>	Classification functionally related	385-7533-8034-0000	Employerwide unit presumptively appropriate
<u>385-7533-2060-0000</u>	Classification established subsequent to certification, recognition or collective bargaining agreement	385-7533-8034-2500	Existing units geographically related
<u>385-7533-2080-0000</u>	Classification changed subsequent to certification, recognition or collective bargaining agreement	385-7533-8034-5000	Existing units related by bargaining history
<u>385-7533-4000-0000</u>	Changed operations following certification, recognition of collective bargaining agreement, or technological changes	<u>385-7533-8034-7500</u>	Integration of operations
<u>385-7533-4020-0000</u>	Subsequently acquired operations	<u>385-7533-8050-0000</u>	Rejection of clarification would leave parties no early course of relief
385-7533-4020-3300	Merged employees historically represented by different union	385-7533-8067-0000	Employees' desires as to multiplant representation for future bargaining relevant
<u>385-7533-4020-6700</u>	Merged employees normal accretion to contract unit	385-7533-8083-0000	Merger of units not appropriate on any basis except agreement of parties
<u>385-7533-4040-0000</u>	New locations	<u>385-7533-9000-0000</u>	Division of single-unit into multi-units
		<u>385-7567</u>	EFFECT OF CLARIFICATION
		385-7567-3300-0000	Does not constitute recertification
		385-7567-6700-0000	Does not constitute assignment of work

<p>393 PROCEDURE IN REPRESENTATION PROCEEDINGS</p> <hr/> <p><u>393-0100</u> GENERALLY <u>393-0133</u> EXEMPT FROM APA ADJUDICATION REQUIREMENTS <u>393-0167</u> AUTHORITY OF REGIONAL DIRECTOR 393-0167-5000-0000 Delegated From Board <u>393-1000</u> PARTIES <u>393-1001</u> GENERALLY 393-1001-5000-0000 Definition (R&R 102.8) <u>393-1025</u> NECESSARY PARTIES 393-1025-5000-0000 Incumbent union <u>393-1050</u> EMPLOYEES IN UNIT <u>393-1075</u> RIGHT TO COUNSEL <u>393-2000</u> INTERVENTION <u>393-2001</u> GENERALLY <u>393-2017</u> INTERVENTION AS OF RIGHT <u>393-2033</u> INTERVENTION TO EXTENT INTEREST MAY APPEAR <u>393-2050</u> INTERVENTION BEFORE HEARING <u>393-2067</u> INTERVENTION AT HEARING <u>393-2083</u> INTERVENTION AFTER HEARING <u>393-3000</u> SERVICE OF DOCUMENTS <u>393-3001</u> GENERALLY <u>393-3020</u> SERVICE OF PROCESS AND PAPERS (R&R 102.111) <u>393-3040</u> SERVICE BY PARTIES (R&R 102.112) <u>393-3060</u> DATE OF SERVICE (R&R 102.113) <u>393-3080</u> COMPUTATION OF TIME ALLOWED FOR SERVICE <u>393-4000</u> SUBPOENAS <u>393-4001</u> GENERALLY <u>393-4001-5000-0000</u> Nature and scope 393-4001-5033-0000 Attendance and testimony of witnesses <u>393-4001-5067-0000</u> Production of any evidence <u>393-4020</u> AUTHORITY TO ISSUE SUBPOENAS 393-4020-5000-0000 Board authority under section 11(1) of Act 393-4020-5033-0000 Delegation of Board authority proper <u>393-4020-5033-3300</u> To Regional Director 393-4020-5033-6700 To Hearing Officer 393-4020-5067-0000 Board member may sign subpoena in blank <u>393-4040</u> ISSUANCE OF SUBPOENAS 393-4040-2000-0000 Application to Board 393-4040-2033-0000 Upon application of party 393-4040-2067-0000 RD need not apply 393-4040-4000-0000 Showing of relevancy and adequacy of identification of documents requested not prerequisite to issuance 393-4040-4050-0000 Determinable on motion to revoke 393-4040-6000-0000 Prehearing investigatory subpoenas available only to Regional Director 393-4040-8000-0000 Costs incurred in complying need not be advanced by Board <u>393-4060</u> REVOCATION <u>393-4060-0100-0000</u> Generally 393-4060-0133-0000 Statutory provisions applicable only to subpoena duces tecum</p>	<p>393-4060-0133-5000 Board may apply to subpoena ad testificandum as well 393-4060-0167-0000 Power to pass on petition to revoke may be delegated by Board 393-4060-3300-0000 Time for filing petition to revoke 393-4060-3350-0000 Within 5 days of service of subpoena 393-4060-3350-5000 When subpoena served less than 5 days before return date 393-4060-6700-0000 Grounds for revocation <u>393-4060-6725-0000</u> R&R 102.118 393-4060-6750-0000 Claim of privilege <u>393-4070</u> MISUSE OF SUBPOENA <u>393-4080</u> ENFORCEMENT <u>393-4080-0100-0000</u> Generally 393-4080-5000-0000 When subpoena issued to private party <u>393-4080-5025-0000</u> Showing materials required and otherwise unobtainable 393-4080-5050-0000 Ex rel proceeding filed by General Counsel 393-4080-5050-3300 General Counsel and Board not responsible for prosecution 393-4080-5050-6700 May decline to initiate proceeding where inconsistent with law and policy <u>393-4090</u> NONCOMPLIANCE WITH SUBPOENA <u>393-4090-3300-0000</u> Duces tecum <u>393-4095</u> VOLUNTARY RECOGNITION <u>393-5000</u> EXPEDITED ELECTION PROCEDURE <u>393-6000</u> PRE-ELECTION PROCEDURE <u>393-6007</u> FILING OF PETITION <u>393-6007-1700-0000</u> Timeliness <u>393-6007-3300-0000</u> Adequacy 393-6007-5000-0000 Joint petitioners 393-6007-6700-0000 Petition by recognized union 393-6007-8700-0000 With resident office instead of Regional Office <u>393-6014</u> PRELIMINARY INVESTIGATION <u>393-6021</u> AMENDMENT OF PETITION 393-6021-1700-0000 Prior to hearing 393-6021-3300-0000 At hearing 393-6021-5000-0000 Substitution of parties 393-6021-6700-0000 Addition of parties 393-6021-8300-0000 Amendment of unit description <u>393-6027</u> WITHDRAWAL OF PETITION <u>393-6027-2500-0000</u> Basis of withdrawal <u>393-6027-3300-0000</u> Timeliness <u>393-6027-5000-0000</u> Adequacy of statement of reasons <u>393-6027-7500-0000</u> Attachment of prejudice 393-6027-7550-0000 Good cause for refiled within prejudice period <u>393-6034</u> DISMISSAL OF PETITION <u>393-6034-0100-0000</u> Generally <u>393-6034-1400-0000</u> Authority of Regional Director <u>393-6034-2800-0000</u> Basis for dismissal 393-6034-4200-0000 Effect of <u>393-6034-5600-0000</u> Adequacy of statement of reasons 393-6034-7000-0000 Appeal to Board</p>
--	---

393-6034-7033-0000	Timeliness	393-6068-8000-0000	Procedural due process at hearing
<u>393-6034-7067-0000</u>	Adequacy of basis of appeal	<u>393-6068-8500-0000</u>	Bias and prejudice
393-6034-8400-0000	Reconsideration by Regional Director pending appeal	<u>393-6068-9000-0000</u>	Matters outside scope of pre-election hearing
<u>393-6036</u> PETITION IN ABEYANCE		393-6068-9033-0000	Alleged union discriminatory policies not proper subject for pre-election hearing
<u>393-6038</u> REINSTATEMENT OF PETITION		393-6068-9050-0000	Alleged supervisory domination of labor organization not proper subject for preelection hearing
<u>393-6041</u> CONSOLIDATION OF PROCEEDINGS		393-6068-9067-0000	Alleged union violation of federal statutes not proper subject for pre-election hearing
393-6041-3300-0000	R case with C case	<u>393-6075</u> INTERLOCUTORY APPEAL FROM RULING OF HEARING OFFICER	
393-6041-3333-0000	Appropriate	393-6075-2500-0000	Only with permission
393-6041-3367-0000	Inappropriate	393-6075-5000-0000	To Regional Director
393-6041-6700-0000	R case with R case	<u>393-6075-7500-0000</u>	To Board
393-6041-6733-0000	Appropriate	<u>393-6081</u> DECISION ON PETITION	
393-6041-6767-0000	Inappropriate	393-6081-2000-0000	Decision by Regional Director
<u>393-6048</u> TRANSFER OF PROCEEDINGS		393-6081-2001-0000	Generally
<u>393-6054</u> CONSENT ELECTION AGREEMENTS		393-6081-2025-0000	Transfer to Board
<u>393-6054-0100-0000</u>	Generally	<u>393-6081-2050-0000</u>	Dismissal of petition (See 393-6034)
393-6054-3300-0000	Agreements for determination of post election issues by Regional Director	<u>393-6081-2060-0000</u>	Petition in Abeyance
393-6054-3350-0000	Nonreviewability of Regional Director decision	<u>393-6081-2063-0000</u>	Reinstatement of petition
393-6054-6700-0000	Agreements for determination of post election issues by Board	<u>393-6081-2075-0000</u>	Direction of election
<u>393-6054-6750-0000</u>	Stipulation	393-6081-2087-0000	Revocation of decision
<u>393-6054-8200-0000</u>	Circumstances warranting withdrawal from agreement	<u>393-6081-3000-0000</u>	Conduct of election with impoundment of ballots pending decision of review
<u>393-6061</u> BLOCKING CHARGE POLICY		393-6081-3001-0000	Generally
393-6061-3300-0000	Pending charge of ULP affecting unit employees	393-6081-3050-0000	Circumstances of utilization
<u>393-6061-3333-0000</u>	Deferral of election where outcome might be affected	393-6081-3050-5000	Issue on Review
<u>393-6061-3350-0000</u>	Deferral by Board of R case decision not required	393-6081-3050-5050	Appropriateness of single location unit
<u>393-6061-3359-0000</u>	Deferral of decertification proceeding required in face of refusal to bargain charge	<u>393-6081-4000-0000</u>	Review of Regional Director's decision
<u>393-6061-3362-0000</u>	Dismissal of petition	<u>393-6081-4033-0000</u>	Grounds for request to Board
393-6061-3367-0000	Not subject to waiver	<u>393-6081-4033-2000</u>	Substantial question of law or policy
<u>393-6061-6700-0000</u>	Request to proceed	393-6081-4033-2033	Absence of officially reported Board precedent
393-6061-6750-0000	Constitutes waiver of election objections based upon charge	<u>393-6081-4033-2067</u>	Departure from officially reported Board precedent
393-6061-7500-0000	Conduct of election after processing of charges	393-6081-4033-4000	Clear and prejudicial error on factual issue
393-6061-7533-0000	Dismissal of charges	<u>393-6081-4033-6000</u>	Prejudicial procedural error
<u>393-6061-7567-0000</u>	Remedying of violations	<u>393-6081-4033-8000</u>	Reason for reconsideration of Board policy
<u>393-6068</u> HEARING		<u>393-6081-4040-0000</u>	Issues on review
<u>393-6068-0100-0000</u>	Generally	<u>393-6081-4040-0100</u>	Generally
<u>393-6068-2000-0000</u>	Notice of	<u>393-6081-4040-2500</u>	Composition and scope of unit
<u>393-6068-4000-0000</u>	Continuation or postponement of	393-6081-4040-5000	Unit determination (See 440 thru 480)
393-6068-6000-0000	Hearing Officer	393-6081-4050-0000	Review limited to record
<u>393-6068-6001-0000</u>	Generally	<u>393-6081-4050-5000</u>	Waiver of issues
393-6068-6033-0000	Qualification	<u>393-6081-4063-0000</u>	Review limited to issues in request
393-6068-6067-0000	Authority of	393-6081-4067-0000	Effect of denial of request
<u>393-6068-6067-1700</u>	Conduct of hearing		
<u>393-6068-6067-3300</u>	Rulings on motions		
<u>393-6068-6067-5000</u>	Examination of witnesses		
<u>393-6068-6067-6700</u>	Obligation to develop complete record		
393-6068-6067-8300	May not make recommendation		
393-6068-7000-0000	Correction of record		
<u>393-6068-7500-0000</u>	Misconduct of parties		

393-6081-4067-3300	Affirmance of Regional Director's action	<u>393-7022-1700-0000</u>	Regional Director's authority to resolve issues on basis of investigation
393-6081-4067-6700	Precludes relitigation in subsequent ULP proceeding	<u>393-7022-3300-0000</u>	Obligation of protesting party to furnish supporting evidence
<u>393-6081-6000-0000</u>	Decision by Board	<u>393-7022-5000-0000</u>	Consideration of conduct not included in objections by parties
<u>393-6081-6025-0000</u>	Remand to Regional Director	<u>393-7022-5800-0000</u>	Post-election challenges
<u>393-6081-6050-0000</u>	Dismissal or reinstatement of petition	393-7022-6700-0000	Skip counsel
<u>393-6081-6050-5000</u>	Subject to reinstatement	<u>393-7022-8300-0000</u>	Waiver of challenges or objections
<u>393-6081-6075-0000</u>	Direction of election	<u>393-7028</u>	WITHDRAWAL OF CHALLENGES OR OBJECTIONS
393-6081-6075-5000	Requirement of furnishing of lists of employees (Excelsior)	<u>393-7033</u>	HEARING ON CHALLENGES AND OBJECTIONS
<u>393-6081-8000-0000</u>	Reconsideration of decision	<u>393-7033-0100-0000</u>	Generally
393-6081-8025-0000	Articulation of rationale	<u>393-7033-1100-0000</u>	Required where substantial and material issues of fact
393-6081-8050-0000	Reconsideration by Regional Director pending review	<u>393-7033-1500-0000</u>	Request for hearing
393-6081-8075-0000	Because of change in composition of Board	393-7033-2200-0000	Notice of hearing
<u>393-6088</u>	RECORD	393-7033-3300-0000	Consolidation with hearing on complaint
393-6088-3300-0000	R&R 102.68	393-7033-3350-0000	Constitutes transfer to Board except in straight consent elections
393-6088-6700-0000	Does not include investigatory files	393-7033-4400-0000	Delay, continuation, or postponement of hearing
<u>393-6096</u>	REOPENING RECORD AND REMAND	393-7033-5500-0000	Hearing officer
<u>393-7000</u>	POST-ELECTION PROCEDURE	393-7033-5525-0000	Assign from different Region
<u>393-7011</u>	FILING OF CHALLENGES AND OBJECTIONS TO ELECTION	393-7033-5533-0000	Qualifications
<u>393-7011-0100-0000</u>	Generally	393-7033-5567-0000	Authority of
<u>393-7011-2000-0000</u>	Time for filing	393-7033-5567-2500	Conduct of hearing
<u>393-7011-2001-0000</u>	Generally	<u>393-7033-5567-5000</u>	Rulings on motions
<u>393-7011-2050-0000</u>	Within 7 days of making available tally of ballots	393-7033-5567-7500	Examination of witnesses
393-7011-2075-0000	Within 7 days of making available revised tally of ballots	393-7033-6600-0000	Role of counsel for Regional Office
<u>393-7011-2500-0000</u>	Improper filing of objections	393-7033-7700-0000	Production of statement of witnesses
393-7011-3000-0000	Constructive service	<u>393-7033-7701-0000</u>	Generally
393-7011-3500-0000	With resident office instead of Regional Office	393-7033-7701-5000	R&R 102.118
<u>393-7011-4000-0000</u>	Statement of reasons for objections	393-7033-7717-0000	What constitutes statement
<u>393-7011-5000-0000</u>	Obligation to timely furnish evidence in support of objections	393-7033-7717-2500	Adoption by witness
393-7011-5050-0000	Affidavits containing hearsay may be submitted	393-7033-7717-5000	Contemporaneous recording
393-7011-6000-0000	Who may file	393-7033-7717-7500	Substantially verbatim
393-7011-8000-0000	Service on other parties	393-7033-7733-0000	Producible only after witness has testified
<u>393-7011-9000-0000</u>	Challenges	393-7033-7750-0000	Statements in possession of any agent of Board
<u>393-7011-9500-0000</u>	Withdrawal of challenges or objections	393-7033-7750-5000	Statements in possession of other federal agencies
<u>393-7016</u>	OBJECTIONS TO CERTIFICATION BECAUSE OF INVIDIOUS DISCRIMINATION BY REPRESENTATIVE	393-7033-7767-0000	Usable only for purposes of cross-examination
393-7016-2500-0000	To be filed within time for filing objections	393-7033-7783-0000	In camera inspection procedures
393-7016-5000-0000	Issues which can be raised	393-7033-7783-3300	Hearing Officer's discretion in releasing statement
393-7016-5033-0000	Discrimination in admission to membership	393-7033-7783-6700	Objection to excision
393-7016-5066-0000	Discrimination in administration of contract	<u>393-7033-8800-0000</u>	Procedural due process at hearing
393-7016-7500-0000	Burden of proof	<u>393-7044</u>	INTERLOCUTORY APPEAL FROM HEARING OFFICER RULING
<u>393-7022</u>	INVESTIGATION OF CHALLENGES AND OBJECTIONS	393-7044-2500-0000	Only with permission
<u>393-7022-0100-0000</u>	Generally	393-7044-5000-0000	To Regional Director
		393-7044-7500-0000	To Board
		<u>393-7055</u>	HEARING OFFICER'S REPORT
		393-7055-3300-0000	Contents

<u>393-7055-3325-0000</u>	Resolutions of credibility	<u>393-7077-6000-0000</u>	Decision by Board
<u>393-7055-3350-0000</u>	Findings of fact	<u>393-7077-6001-0000</u>	Generally
<u>393-7055-3375-0000</u>	Recommendations as to disposition of issues	<u>393-7077-6008-0000</u>	Quorum requirements
<u>393-7055-6700-0000</u>	Service	<u>393-7077-6015-0000</u>	Remand for processing consistent with Board's decision
<u>393-7066</u> EXCEPTIONS TO REPORT AND BRIEFS		<u>393-7077-6017-0000</u>	Remand for hearing or investigation of issues
<u>393-7066-2000-0000</u>	Filing	<u>393-7077-6033-0000</u>	Remand for revised tally or for counting impounded ballots
<u>393-7066-4000-0000</u>	Service	<u>393-7077-6050-0000</u>	Direction of another election
<u>393-7066-6000-0000</u>	Adequacy	<u>393-7077-6050-5000</u>	To be held within 30 days
<u>393-7066-8000-0000</u>	Effect of failure to file	<u>393-7077-6067-0000</u>	Certification of results
<u>393-7066-9000-0000</u>	Withdrawal of exceptions	<u>393-7077-6083-0000</u>	Certification of representative
<u>393-7077</u> DECISION ON OBJECTIONS OR CHALLENGES		<u>393-7077-6091-0000</u>	Consideration of conduct not included in objections
<u>393-7077-2000-0000</u>	Decision by Regional Director	<u>393-7077-6095-0000</u>	Disposition of objections to election
<u>393-7077-2020-0000</u>	Transfer to Board	<u>393-7077-6098-0000</u>	Based on grounds other than those raised at time of election
<u>393-7077-2040-0000</u>	Direction of another election	<u>393-7077-6500-0000</u>	Notification of decision to parties
<u>393-7077-2060-0000</u>	Certification of results	<u>393-7077-8000-0000</u>	Reconsideration of decision
<u>393-7077-2080-0000</u>	Certification of representative	<u>393-7077-8025-0000</u>	Reconsideration by Board in subsequent ULP proceeding
<u>393-7077-2090-0000</u>	Consideration of conduct not included in objections	<u>393-7077-8050-0000</u>	Reconsideration by Regional Director pending review
<u>393-7077-4000-0000</u>	Review of Regional Director's decision	<u>393-7077-8075-0000</u>	Reconsideration by Board of decision and order or of supplemental decisions
<u>393-7077-4001-0000</u>	Generally	<u>393-7077-8075-5000</u>	In absence of exceptions
<u>393-7077-4017-0000</u>	Untimely request for review	<u>393-7088</u> RECORD	
<u>393-7077-4025-0000</u>	Effect of consent election agreement	<u>393-7088-0100-0000</u>	Generally
<u>393-7077-4033-0000</u>	Grounds for request to Board	<u>393-7088-1600-0000</u>	Where hearing held
<u>393-7077-4033-0100</u>	Generally	<u>393-7088-3300-0000</u>	Where administrative investigation made
<u>393-7077-4033-2000</u>	Substantial question of law or policy	<u>393-7088-6700-0000</u>	Inclusion of affidavits
<u>393-7077-4033-3000</u>	Change in Board policy or law	<u>393-7088-8300-0000</u>	Supplementing record
<u>393-7077-4033-4000</u>	Clear and prejudicial error on factual issue	<u>393-7096</u> REOPENING RECORD AND REMAND	
<u>393-7077-4033-6000</u>	Prejudicial procedural error	<u>393-8000</u> UNIT CLARIFICATION PROCEDURE	
<u>393-7077-4033-8000</u>	Reason for reconsideration of Board policy	<u>393-9000</u> AMENDMENT OF CERTIFICATION PROCEDURE	
<u>393-7077-4067-0000</u>	Effect of denial of request		
<u>393-7077-4067-3300</u>	Affirmance of Regional Director's action		
<u>393-7077-4067-6700</u>	Precludes relitigation in subsequent ULP proceeding		

400 BARGAINING UNITS

401 GENERALLY

- 401-1200** **STATUTORY OBJECTIVES IN
DEFINING BARGAINING UNITS**
- 401-2500** **POWER AND DISCRETION OF BOARD**
- 401-2501** **GENERALLY**
- 401-2525** **BOARD AUTHORITY UNDER STATUTE**
- 401-2550** **ARBITRARY OR ARTIFICIAL
GROUPINGS**
- 401-2562** **EXTENT OF EMPLOYEE
ORGANIZATION MAY NOT CONTROL
UNIT DETERMINATION**
- 401-2575** **LIMITATIONS UPON AUTHORITY
IMPOSED BY NLRA**
- 401-2575-1400-0000 Professional employees
- 401-2575-1450-0000 May not be included in unit
with nonprofessionals without self-
determination election (See also 355-2260)
- 401-2575-2800-0000 Guards
- 401-2575-2825-0000 May not be included in unit
with other employees
- 401-2575-2850-0000 Union admitting employees
other than guards to membership may not
represent guards
- 401-2575-2875-0000 Union affiliated with union
representing other employees may not
represent guards
- 401-2575-4200-0000 Supervisors
- 401-2575-4250-0000 Statutory exclusion from
employee status (See also 177-2484-6200 and
177-8500)
- 401-2575-5600-0000 Independent contractors
- 401-2575-5650-0000 Statutory exclusion from
employee status (See also 177-2484-5000)
- 401-2575-7000-0000 Agricultural laborers

- 401-2575-7050-0000 Statutory exclusion from
employee status (See also 177-2484-1200)
- 401-2575-8400-0000 Employees in domestic
service
- 401-2575-8450-0000 Statutory exclusion from
employee status (See also 177-2484-2500)
- 401-3700** **EFFECT OF ACTION BY OTHER
AUTHORITIES**
- 401-3701** **GENERALLY**
- 401-3725** **ARBITRATION AWARDS**
- 401-3750** **STATE AGENCY ACTION**
- 401-3775** **FEDERAL AGENCY ACTION**
- 401-3787** **INTERNAL UNION ACTION**
- 401-5000** **EFFECT OF STIPULATIONS BY
PARTIES TO BOARD PROCEEDINGS**
- 401-5001** **GENERALLY**
- 401-5050** **STIPULATIONS BY PARTIES NOT
INCLUDING RD**
- 401-5050-0100-0000 Generally
- 401-5050-3300-0000 Stipulations as to scope
- 401-5050-6700-0000 Stipulations as to
composition
- 401-5075** **STIPULATIONS IN CONSENT
AGREEMENT APPROVED BY RD**
- 401-5075-0100-0000 Generally
- 401-5075-3300-0000 Stipulations as to scope
- 401-5075-6700-0000 Stipulations as to
composition
- 401-7500** **CRITERIA FOR DETERMINATION OF
UNIT SCOPE AND COMPOSITION**
- 401-7550** **EMPLOYEE COMMUNITY OF
INTEREST CONTROLLING**
- 401-7575** **HEALTH CARE INSTITUTIONS**
- 401-7575-2500-0000 Direct versus indirect patient
care
- 401-7575-5000-0000 Disparity among community
of interest elements
- 401-8700** **EFFECT UPON DETERMINATION OF
IMMINENT CHANGE IN EMPLOYER'S
OPERATION**

<p>420 FACTORS RELEVANT TO DETERMINATION OF SCOPE OR COMPOSITION OF UNIT</p> <hr/> <p><u>420-0100</u> GENERALLY</p> <p><u>420-0150</u> PRESUMPTION OF APPROPRIATENESS OF 9(b) UNITS</p> <p><u>420-0600</u> PRIOR UNIT DETERMINATION</p> <p><u>420-0614</u> SUPREME COURT DECISION</p> <p><u>420-0628</u> ESTABLISHED BOARD POLICY</p> <p><u>420-0642</u> PRIOR BOARD DETERMINATION OR CERTIFICATION IN R CASE</p> <p><u>420-0656</u> PRIOR 10(k) DETERMINATION</p> <p><u>420-0670</u> DETERMINATION OF OTHER FEDERAL AGENCIES</p> <p><u>420-0684</u> DETERMINATION OF STATE AGENCIES</p> <p><u>420-1200</u> BARGAINING HISTORY AND PRACTICE</p> <p><u>420-1201</u> GENERALLY</p> <p><u>420-1209</u> BARGAINING HISTORY IN APPROPRIATE UNIT</p> <p><u>420-1218</u> ABSENCE OF BARGAINING HISTORY</p> <p><u>420-1227</u> EMPLOYEES COVERED BY EXISTING CONTRACT</p> <p><u>420-1236</u> EMPLOYEES EXCLUDED FROM CONTRACT COVERAGE</p> <p><u>420-1245</u> BARGAINING HISTORY OF EMPLOYER'S PREDECESSOR</p> <p><u>420-1254</u> BARGAINING HISTORY OF OTHER GROUPS OF EMPLOYER'S EMPLOYEES</p> <p><u>420-1263</u> BARGAINING HISTORY AT EMPLOYER'S OTHER PLANTS</p> <p><u>420-1272</u> BARGAINING PRACTICE IN AREA</p> <p><u>420-1281</u> BARGAINING PRACTICE IN INDUSTRY</p> <p><u>420-1285</u> UNIT SIMILAR TO OTHER UNITS IN SAME INDUSTRY</p> <p><u>420-1290</u> UNIT ANALOGOUS TO UNITS IN OTHER INDUSTRIES</p> <p><u>420-1295</u> VOLUNTARY RECOGNITION</p> <p><u>420-1700</u> REASONS FOR DISREGARD OF BARGAINING HISTORY</p> <p><u>420-1708</u> BARGAINING IN PREVIOUS UNIT UNSUCCESSFUL</p> <p><u>420-1716</u> RECOGNITION AGREEMENT LACKED SUBSTANTIVE TERMS</p> <p><u>420-1725</u> PREVIOUS AGREEMENT WAS ORAL</p> <p><u>420-1733</u> PRIOR BARGAINING ON MEMBERS-ONLY BASIS</p> <p><u>420-1741</u> PREVIOUS UNITS BASED ON RACE</p> <p><u>420-1750</u> PREVIOUS AGREEMENT CONTAINED ILLEGAL CLAUSES</p> <p><u>420-1758</u> EMPLOYER ILLEGALLY ASSISTED UNION</p> <p><u>420-1766</u> PRESENTLY SOUGHT UNIT NOT PREVIOUSLY SOUGHT</p> <p><u>420-1775</u> BREVITY OF BARGAINING HISTORY</p> <p><u>420-1783</u> BARGAINING HISTORY NOT RECENT</p> <p><u>420-1787</u> BARGAINING HISTORY CONTRARY TO BOARD POLICY</p> <p><u>420-1791</u> PRIOR BARGAINING IN INAPPROPRIATE UNIT</p>	<p><u>420-2300</u> CHANGED CIRCUMSTANCES SINCE PRIOR DETERMINATION OR HISTORY</p> <p><u>420-2305</u> IN OPERATIONS</p> <p><u>420-2310</u> IN OWNERSHIP</p> <p><u>420-2315</u> IN REORGANIZATION</p> <p><u>420-2320</u> IN PLANT LOCATION</p> <p><u>420-2325</u> IN UNIT SIZE</p> <p><u>420-2330</u> IN SUPERVISORY HIERARCHY</p> <p><u>420-2335</u> IN WORKING CONDITIONS</p> <p><u>420-2340</u> IN EMPLOYEE'S DUTIES</p> <p><u>420-2345</u> IN PRINCIPAL PRODUCT</p> <p><u>420-2350</u> IN APPEARANCE OF PRODUCT</p> <p><u>420-2355</u> CONSOLIDATION OF SEPARATE ENTERPRISES</p> <p><u>420-2360</u> MERGER OF FORMER UNITS</p> <p><u>420-2365</u> ABOLITION OF JOB CLASSIFICATION</p> <p><u>420-2370</u> NEW PLANT OR LOCATION</p> <p><u>420-2375</u> NEW OPERATION AT PLANT</p> <p><u>420-2380</u> NEW EMPLOYEES</p> <p><u>420-2385</u> IN BOARD POLICY</p> <p><u>420-2390</u> IN UNION AFFILIATION</p> <p><u>420-2395</u> IN UNION POLICIES</p> <p><u>420-2900</u> SIMILARITY OF TERMS AND CONDITIONS OF EMPLOYMENT</p> <p><u>420-2901</u> GENERALLY</p> <p><u>420-2903</u> SIMILAR WAGE RATES</p> <p><u>420-2906</u> DIFFERENT WAGE RATES</p> <p><u>420-2909</u> SIMILAR MODE OF PAYMENT</p> <p><u>420-2912</u> DIFFERENT MODES OF PAYMENT</p> <p><u>420-2915</u> SIMILAR HOURS OF WORK</p> <p><u>420-2918</u> DIFFERENT HOURS OF WORK</p> <p><u>420-2921</u> SIMILAR FRINGE BENEFITS</p> <p><u>420-2924</u> DIFFERENT FRINGE BENEFITS</p> <p><u>420-2927</u> UNIFORM WORKING CONDITIONS</p> <p><u>420-2930</u> DIFFERENT WORKING CONDITIONS</p> <p><u>420-2933</u> COMMON SUPERVISION</p> <p><u>420-2936</u> SEPARATE SUPERVISION</p> <p><u>420-2939</u> UNIFORM BASIS OF WORK ASSIGNMENTS</p> <p><u>420-2942</u> DIFFERENT BASIS OF WORK ASSIGNMENTS</p> <p><u>420-2945</u> COMMON SENIORITY LIST</p> <p><u>420-2948</u> SEPARATE SENIORITY LISTS</p> <p><u>420-2951</u> EMPLOYEES REQUIRED TO WEAR UNIFORMS</p> <p><u>420-2954</u> EMPLOYEES NOT REQUIRED TO WEAR UNIFORMS</p> <p><u>420-2957</u> SIMILAR EQUIPMENT USED</p> <p><u>420-2960</u> DIFFERENT EQUIPMENT USED</p> <p><u>420-2963</u> NATURE OF WORK SIMILAR</p> <p><u>420-2966</u> NATURE OF WORK DIFFERENT</p> <p><u>420-2969</u> SIMILAR PRODUCTS MANUFACTURED</p> <p><u>420-2972</u> DIFFERENT PRODUCTS MANUFACTURED</p> <p><u>420-2975</u> SIMILAR PRODUCTS SOLD</p> <p><u>420-2978</u> DIFFERENT PRODUCTS SOLD</p> <p><u>420-2981</u> SAME CUSTOMERS</p> <p><u>420-2984</u> DIFFERENT CUSTOMERS</p> <p><u>420-2987</u> FREQUENT CONTACT WITH CUSTOMERS</p> <p><u>420-2990</u> LITTLE OR NO CONTACT WITH CUSTOMERS</p> <p><u>420-2993</u> SIMILAR RELATIONSHIP WITH EMPLOYER</p>
--	---

<u>420-2996</u>	DIFFERENT RELATIONSHIP WITH EMPLOYER	<u>420-5061</u>	LITTLE OR NO MOBILITY OF EMPLOYEES
<u>420-3400</u>	CHARACTERISTICS OF EMPLOYEES	<u>420-5068</u>	EMPLOYEES WORK IN SAME AREA
<u>420-3420</u>	RACE	<u>420-5075</u>	EMPLOYEES WORK IN SEPARATE PARTS OF PLANT OR LOCATION
<u>420-3440</u>	SEX	<u>420-5081</u>	NUCLEUS OF EMPLOYEES
<u>420-3460</u>	AGE	<u>420-5088</u>	PROPORTION OF TIME SPENT IN PLANT OR OFFICE
<u>420-3480</u>	ELIGIBILITY FOR UNION MEMBERSHIP	<u>420-5095</u>	PROPORTION OF TIME SPENT ON UNIT WORK
<u>420-4000</u>	EMPLOYER'S ADMINISTRATIVE STRUCTURE	<u>420-5600</u>	FREQUENCY OR REGULARITY OF WORK
<u>420-4008</u>	CENTRAL CONTROL OF MANAGEMENT FUNCTIONS	<u>420-5612</u>	REGULARITY OF WORK
<u>420-4016</u>	LOCAL CONTROL OF MANAGEMENT FUNCTIONS	<u>420-5625</u>	SEASONAL WORK
<u>420-4025</u>	CENTRAL CONTROL OF LABOR RELATIONS	<u>420-5637</u>	OVERLAP OF SEASONAL OPERATIONS
<u>420-4033</u>	LOCAL AUTONOMY IN LABOR RELATIONS	<u>420-5650</u>	PART-TIME WORK
<u>420-4041</u>	CENTRAL CONTROL OF HIRING AND DISCHARGE	<u>420-5662</u>	PART-TIME SUPERVISORS
<u>420-4050</u>	LOCAL AUTONOMY IN HIRING AND DISCHARGE	<u>420-5675</u>	DEGREE OF TURNOVER IN WORK FORCE
<u>420-4058</u>	SUPERVISORS CENTRALLY TRAINED	<u>420-5687</u>	FLUCTUATION OF EMPLOYMENT IN INDUSTRY
<u>420-4066</u>	SUPERVISORS NOT CENTRALLY TRAINED	<u>420-6200</u>	DIFFERENCE IN EMPLOYER OR IN LOCATION OF WORK
<u>420-4075</u>	CLASSIFICATION OF EMPLOYEES	<u>420-6220</u>	EMPLOYEES OF INDEPENDENT CONTRACTORS
<u>420-4083</u>	CORRESPONDENCE OF UNIT TO EMPLOYER'S ADMINISTRATIVE GROUPING	<u>420-6240</u>	EMPLOYEES OF ANOTHER EMPLOYER
<u>420-4087</u>	UNIT DOES NOT CORRESPOND TO EMPLOYER'S ADMINISTRATIVE GROUPING	<u>420-6260</u>	EMPLOYEES WORK AT DIFFERENT PLANTS OR LOCATIONS
<u>420-4091</u>	SEPARATE BANK ACCOUNTS	<u>420-6280</u>	GEOGRAPHICAL LOCATION OF PLANTS
<u>420-4093</u>	FUNCTIONAL ORGANIZATIONS WITH PROJECT ORIENTED ASSIGNMENTS	<u>420-6290</u>	GEOGRAPHIC CLUSTER
<u>420-4600</u>	EXTENT OF INTEGRATION OF OPERATION	<u>420-6700</u>	LEGAL REQUIREMENTS OF OTHER AUTHORITIES
<u>420-4601</u>	GENERALLY	<u>420-6717</u>	PROVISIONS OF STATE STATUTE CONCERNING UNIT
<u>420-4617</u>	HIGHLY INTEGRATED OPERATIONS	<u>420-6733</u>	REQUIREMENT OF SECURITY CLEARANCE
<u>420-4633</u>	LITTLE OR NO INTEGRATION OF OPERATION	<u>420-6750</u>	LICENSING REQUIREMENTS
<u>420-4638</u>	ECONOMICALLY INTERDEPENDENT	<u>420-6767</u>	OTHER STATUTORY REQUIREMENTS
<u>420-4644</u>	NOT ECONOMICALLY INTERDEPENDENT	<u>420-6783</u>	STATE REGULATION OF INDUSTRY
<u>420-4650</u>	EMPLOYEES MAKE COMPONENT OF FINAL PRODUCT	<u>420-7300</u>	DESIRE OF PARTIES OR OF EMPLOYEES
<u>420-4667</u>	EFFECT OF AUTOMATION	<u>420-7301</u>	GENERALLY
<u>420-4683</u>	EFFECT OF TECHNOLOGICAL CHANGE	<u>420-7303</u>	UNIT SOUGHT BY PETITION
<u>420-5000</u>	EXTENT OF CONTACT BETWEEN EMPLOYEES	<u>420-7306</u>	DESIRE OF EMPLOYEES
<u>420-5007</u>	SIZE OF ENTERPRISE	<u>420-7312</u>	STIPULATION BY PARTIES
<u>420-5014</u>	SIZE OF PLANT	<u>420-7318</u>	OTHER AGREEMENT BY PARTIES
<u>420-5021</u>	SIZE OF UNIT	<u>420-7324</u>	PARTIES IN DISPUTE AS TO UNIT PLACEMENT
<u>420-5027</u>	FREQUENT INTERCHANGE OR TRANSFER OF THE EMPLOYEES	<u>420-7330</u>	DESIRE OF EMPLOYERS
<u>420-5034</u>	LITTLE OR NO INTERCHANGE OR TRANSFER OF EMPLOYEES	<u>420-7336</u>	ABILITY OF INCUMBENT UNION TO REPRESENT EMPLOYEES
<u>420-5041</u>	FREQUENT INTERCHANGE OF EQUIPMENT	<u>420-7342</u>	LIMITATIONS ON UNION JURISDICTION
<u>420-5048</u>	LITTLE OR NO INTERCHANGE OF EQUIPMENT	<u>420-7348</u>	JURISDICTIONAL AGREEMENT BETWEEN UNIONS
<u>420-5054</u>	SUBSTANTIAL MOBILITY OF EMPLOYEES	<u>420-7354</u>	INCUMBENT UNION'S WILLINGNESS TO RELINQUISH STATUS
		<u>420-7360</u>	UNION WILLING TO REPRESENT EMPLOYEES
		<u>420-7366</u>	UNION UNWILLING TO REPRESENT EMPLOYEES
		<u>420-7372</u>	UNION WILLING TO REPRESENT UNIT

<u>420-7378</u>	UNION UNWILLING TO REPRESENT UNIT	<u>420-9000</u>	MULTIEMPLOYER UNIT DETERMINATION FACTORS
<u>420-7384</u>	NO UNION SEEKS SEPARATE UNIT	<u>420-9005</u>	EMPLOYER ASSENTED TO JOINING ASSOCIATION
<u>420-7390</u>	NO UNION SEEKS BROADER UNIT	<u>420-9010</u>	EMPLOYEE DID NOT ASSENT TO JOINING ASSOCIATION
<u>420-7396</u>	RIVAL UNION SEEKS BROADER UNIT	<u>420-9013</u>	EMPLOYER DID NOT AUTHORIZE ASSOCIATION TO BARGAIN FOR HIM
<u>420-7900</u>	ANTICIPATED CHANGES IN WORK CIRCUMSTANCES	<u>420-9016</u>	EMPLOYER EFFECTIVELY WITHDREW FROM ASSOCIATION
<u>420-7912</u>	PROSPECTIVE CHANGE IN OPERATIONS	<u>420-9021</u>	ATTEMPTED WITHDRAWAL FROM ASSOCIATION INEFFECTIVE
<u>420-7925</u>	PROSPECTIVE CHANGE IN LOCATION OF OPERATIONS	<u>420-9026</u>	EXTENSIVE PARTICIPATION IN ASSOCIATION BARGAINING
<u>420-7937</u>	PROSPECTIVE EXPANSION TO NEW LOCATIONS	<u>420-9032</u>	LITTLE OR NO PARTICIPATION IN ASSOCIATION BARGAINING
<u>420-7950</u>	SUBSTANTIAL INCREASE IN SIZE OF UNIT PLANNED	<u>420-9035</u>	EMPLOYER MAY NEGOTIATE SEPARATELY FROM ASSOCIATION
<u>420-7962</u>	PROSPECTIVE ADDITION OF NEW JOB CLASSIFICATIONS	<u>420-9037</u>	ADDITION OF NEW MEMBERS TO ASSOCIATION
<u>420-7975</u>	PROSPECTIVE ELIMINATION OF JOBS	<u>420-9042</u>	EMPLOYER BOUND BY RESULTS OF ASSOCIATION BARGAINING
<u>420-7987</u>	PROSPECT OF RESUMING OPERATIONS	<u>420-9048</u>	EMPLOYER NOT BOUND BY RESULTS OF ASSOCIATION BARGAINING
<u>420-8400</u>	AVOIDANCE OF INCONGRUOUS RESULTS	<u>420-9053</u>	EMPLOYERS SIGN SEPARATE BUT IDENTICAL CONTRACTS
<u>420-8406</u>	HETEROGENEOUS GROUPING	<u>420-9064</u>	IDENTITY OF OWNERSHIP OR MANAGEMENT
<u>420-8412</u>	SEGMENT OF APPROPRIATE UNIT	<u>420-9069</u>	DIFFERENT OWNERSHIP OR MANAGEMENT
<u>420-8417</u>	EXCLUSION OF EMPLOYEES WITH SKILLS OR INTERESTS SIMILAR TO THOSE OF EMPLOYEES INCLUDED	<u>420-9074</u>	IDENTITY OF OFFICERS OR DIRECTORS
<u>420-8423</u>	UNIT DOES NOT INCLUDE ALL UNREPRESENTED EMPLOYEES	<u>420-9079</u>	DIFFERENT OFFICERS OR DIRECTORS
<u>420-8429</u>	AVOIDING LEAVING EMPLOYEES WITHOUT REPRESENTATION	<u>420-9084</u>	COMMON USE OF FACILITIES
<u>420-8434</u>	NO COGENT REASONS FOR EXCLUSION	<u>420-9089</u>	NO COMMON USE OF FACILITIES
<u>420-8440</u>	FEASIBILITY OF SEPARATE BARGAINING	<u>420-9094</u>	EMPLOYEES OBTAINED FROM COMMON POOL
<u>420-8446</u>	AVOIDING FRAGMENTATION OF INDIVIDUAL EMPLOYEE'S FUNCTIONS	<u>420-9600</u>	MISCELLANEOUS OTHER FACTORS
<u>420-8450</u>	MULTIPLICITY OF BARGAINING AGENTS	<u>420-9605</u>	NATIONAL DEFENSE
<u>420-8456</u>	DISRUPTIVE EFFECT ON LABOR RELATIONS	<u>420-9608</u>	PUBLIC UTILITY PRESUMPTION
<u>420-8462</u>	EFFECT ON BASIC WAGE STRUCTURE	<u>420-9610</u>	APPROPRIATENESS OF OTHER UNITS
<u>420-8467</u>	EFFECT ON PRODUCTIVE CAPACITY	<u>420-9615</u>	EXTENT OF ORGANIZATION OF EMPLOYEES
<u>420-8473</u>	POSSIBILITY OF JURISDICTIONAL DISPUTE	<u>420-9620</u>	DECERTIFICATION PETITION
<u>420-8479</u>	PROPORTION OF EMPLOYEES AT UNREPRESENTED PLANTS	<u>420-9625</u>	JOB TITLES AND WAGE STRUCTURE
<u>420-8484</u>	PROPORTION OF EMPLOYEES IN PROBATIONARY STATUS	<u>420-9630</u>	EMPLOYER'S UNFAIR LABOR PRACTICES
<u>420-8490</u>	PROPORTION OF PART-TIME EMPLOYEES	<u>420-9640</u>	UNSTABLE INDUSTRIAL RELATIONS
<u>420-8496</u>	PROPORTION OF SEASONAL EMPLOYEES	<u>420-9650</u>	EMPLOYEE'S BARGAINING POWER
		<u>420-9660</u>	RELIGIOUS ASPECTS OF WORK
		<u>420-9670</u>	EMPLOYEE CREDITOR OF EMPLOYER
		<u>420-9680</u>	CONTINUITY OF OPERATIONS
		<u>420-9690</u>	CONTINUITY OF PERSONNEL
		<u>420-9695</u>	DATE OF HIRE
		<u>420-9698</u>	CONTROL OVER HIRING

440	DETERMINATIONS OF SCOPE OF UNIT		
440-1700	SINGLE LOCATION UNITS		
440-1720	PLANTWIDE UNITS		
<u>440-1720-0100-0000</u>	Generally		
<u>440-1720-0133-0000</u>	Presumptive appropriateness		
<u>440-1720-0167-0000</u>	Homogeneity of grouping		
<u>440-1720-3300-0000</u>	Specific unit determinations (by SIC category)		
440-5000	MULTIEMPLOYER UNITS (SEE ALSO 530-5700)		
440-5001	GENERALLY		
440-5033	IDENTIFYING CHARACTERISTICS		
<u>440-5033-2000-0000</u>	Multiemployer bargaining history		
440-5033-4000-0000	Common ownership or management		
440-5033-6000-0000	Employers associated in bargaining		
<u>440-5033-6001-0000</u>	Generally		
<u>440-5033-6020-0000</u>	Intent of employers		
<u>440-5033-6040-0000</u>	Authority of association		
440-5033-6060-0000	Nonmembers of association		
<u>440-5033-6080-0000</u>	Withdrawal from association		
440-5033-8000-0000	Assent of union to multiemployer unit (for multiunion bargaining, See 554-700)		
440-5067	SPECIFIC UNIT DETERMINATION (BY SIC CATEGORY)		
440-6700	ADDITIONS OF GROUPS OF EMPLOYEES TO EXISTING UNITS		
440-6701	GENERALLY		
440-6725	SINGLE-LOCATION UNITS		
440-6725-2500-0000	Plantwide units		
440-6725-2550-0000	Specific determination		
<u>440-6725-2550-3300</u>	Employees held to be accretion		
<u>440-6725-2550-6700</u>	Employees held not to be accretion		
440-6725-5000-0000	Plant subdivision units		
440-6725-5050-0000	Departmental units		
440-6725-5050-5000	Specific determination		
<u>440-6725-5050-5033</u>	Employees held to be accretion		
<u>440-6725-5050-5067</u>	Employees held not to be accretion		
440-6725-7500-0000	Employee type or category units		
440-6725-7505-0000	Production employees unit		
440-6725-7505-5000	Specific determination		
440-6725-7505-5033	Employees held to be accretion		
<u>440-6725-7505-5067</u>	Employees held not to be accretion		
440-6725-7510-0000	Maintenance employees unit		
440-6725-7510-5000	Specific determination		
440-6725-7510-5033	Employees held to be accretion		
<u>440-6725-7510-5067</u>	Employees held not to be accretion		
440-6725-7515-0000	Production and maintenance employees unit		
440-6725-7515-5000	Specific determination		
<u>440-6725-7515-5033</u>	accretion		
<u>440-6725-7515-5067</u>	accretion		
440-6725-7519-0000	Office clerical employees unit		
440-6725-7519-5000	Specific determination		
440-6725-7519-5033	Employees held to be accretion		
<u>440-6725-7519-5067</u>	Employees held not to be accretion		
440-6725-7524-0000	Plant clerical employees unit		
440-6725-7524-5000	Specific determination		
440-6725-7524-5033	Employees held to be accretion		
<u>440-6725-7524-5067</u>	Employees held not to be accretion		
440-6725-7529-0000	Office and plant clericals combined unit		
440-6725-7529-5000	Specific determination		
440-6725-7529-5033	Employees held to be accretion		
440-6725-7529-5067	Employees held not to be accretion		
440-6725-7534-0000	Technical employees unit		
440-6725-7534-5000	Specific determination		
<u>440-6725-7534-5033</u>	Employees held to be accretion		
440-6725-7534-5067	Employees held not to be accretion		
440-6725-7538-0000	Technical and clerical employees combined unit		
440-6725-7538-5000	Specific determination		
440-6725-7538-5033	Employees held to be accretion		
440-6725-7538-5067	Employees held not to be accretion		
440-6725-7540-0000	Office, clerical, and technical employees combined unit		
440-6725-7540-5000	Specific determination		
440-6725-7540-5033	Employees held to be accretion		
<u>440-6725-7540-5067</u>	Employees held not to be accretion		
440-6725-7543-0000	Professional employees unit		
440-6725-7543-5000	Specific determination		
440-6725-7543-5033	Employees held to be accretion		
440-6725-7543-5067	Employees held not to be accretion		
440-6725-7548-0000	Professional and technical employees combined unit		
440-6725-7548-5000	Specific determination		
440-6725-7548-5033	Employees held to be accretion		
440-6725-7548-5067	Employees held not to be accretion		
440-6725-7553-0000	Plant protection employees unit		
440-6725-7553-5000	Specific determination		
440-6725-7553-5033	Employees held to be accretion		
440-6725-7553-5067	Employees held not to be accretion		

440-6725-7557-0000	Timekeeping employees unit	440-6725-7591-0000	Craft unit
440-6725-7557-5000	Specific determination	440-6725-7591-5000	Specific determination
440-6725-7557-5033	Employees held to be	440-6725-7591-5033	Employees held to be
accretion		accretion	
440-6725-7557-5067	Employees held not to be	440-6725-7591-5067	Employees held not to be
accretion		accretion	
440-6725-7562-0000	Drivers (including driver-	440-6725-7596-0000	Multicraft unit
salesmen) unit		440-6725-7596-5000	Specific determination
440-6725-7562-5000	Specific determination	440-6725-7596-5033	Employees held to be
440-6725-7562-5033	Employees held to be	accretion	
accretion		440-6725-7596-5067	Employees held not to be
440-6725-7562-5067	Employees held not to be	accretion	
accretion		<u>440-6750</u> MULTIPLE-LOCATION UNITS OF	
440-6725-7567-0000	Warehouse employees unit	SINGLE EMPLOYER	
440-6725-7567-5000	Specific determination	440-6750-3300-0000	Employerwide units
440-6725-7567-5033	Employees held to be	440-6750-3350-0000	Specific determination
accretion		440-6750-3350-3300	Employees held to be
<u>440-6725-7567-5067</u>	Employees held not to be	accretion	
accretion		<u>440-6750-3350-6700</u>	Employees held not to be
440-6725-7572-0000	Sales personnel (including	accretion	
driver-salesmen when grouped with sales	personnel) unit	440-6750-6700-0000	Less than employerwide units
440-6725-7572-5000	Specific determination	440-6750-6750-0000	Specific determination
440-6725-7572-5033	Employees held to be	440-6750-6750-3300	Employees held to be
accretion		accretion	
440-6725-7572-5067	Employees held not to be	<u>440-6750-6750-6700</u>	Employees held not to be
accretion		accretion	
440-6725-7573-0000	Nonselling personnel unit	<u>440-6775</u> MULTIEmployer UNITS	
440-6725-7573-5000	Specific determination	440-6775-5000-0000	Specific determination
440-6725-7573-5033	Employees held to be	440-6775-5033-0000	Employees held to be
accretion		accretion	
440-6725-7573-5067	Employees held not to be	440-6775-5067-0000	Employees held not to be
accretion		accretion	
440-6725-7574-0000	Combined selling and	<u>440-8300</u> SEVERANCE OF GROUPS OF	
nonselling personnel unit		EMPLOYEES FROM EXISTING UNITS	
440-6725-7574-5000	Specific determinations	<u>440-8301</u> GENERALLY	
440-6725-7574-5033	Employees held to be	<u>440-8325</u> SINGLE-LOCATION UNITS	
accretion		440-8325-2500-0000	Plantwide units
440-6725-7574-5067	Employees held not to be	440-8325-2550-0000	Specific determination
accretion		440-8325-2550-3300	Severance permitted
440-6725-7576-0000	Service employees unit	440-8325-2550-6700	severance denied
440-6725-7576-5000	Specific determination	440-8325-5000-0000	Plant subdivision units
440-6725-7576-5033	Employees held to be	440-8325-5050-0000	Departmental units
accretion		440-8325-5050-5000	Specific determination
440-6725-7576-5067	Employees held not to be	440-8325-5050-5033	Severance permitted
accretion		440-8325-5050-5067	Severance denied
440-6725-7581-0000	Longshoremen's unit	440-8325-7500-0000	Employee type of category
440-6725-7581-5000	Specific determination	units	
440-6725-7581-5033	Employees held to be	440-8325-7505-0000	Production employees unit
accretion		440-8325-7505-5000	Specific determination
440-6725-7581-5067	Employees held not to be	440-8325-7505-5033	Severance permitted
accretion		<u>440-8325-7505-5067</u>	Severance denied
440-6725-7583-0000	Mechanics unit	440-8325-7510-0000	Maintenance employees unit
440-6725-7583-5000	Specific determination	440-8325-7510-5000	Specific determination
440-6725-7583-5033	Employees held to be	440-8325-7510-5033	Severance permitted
accretion		440-8325-7510-5067	Severance denied
<u>440-6725-7583-5067</u>	Employees held not to be	440-8325-7515-0000	Production and maintenance
accretion		unit	
440-6725-7586-0000	Seamen's unit	440-8325-7515-5000	Specific determination
440-6725-7586-5000	Specific determination	440-8325-7515-5033	Severance permitted
440-6725-7586-5033	Employees held to be	440-8325-7515-5067	Severance denied
accretion		440-8325-7520-0000	Office clerical employees
440-6725-7586-5067	Employees held not to be	unit	
accretion		440-8325-7520-5000	Specific determination
		440-8325-7520-5033	Severance permitted

440-8325-7520-5067	Severance denied	440-8325-7571-5000	Specific determination
440-8325-7524-0000	Plant clerical employees unit	440-8325-7571-5033	Severance permitted
440-8325-7524-5000	Specific determination	440-8325-7571-5067	Severance denied
440-8325-7524-5033	Severance permitted	440-8325-7572-0000	Sales personnel (including
440-8325-7524-5067	Severance denied		driver-salesmen when grouped with sales
440-8325-7529-0000	Office and plant clericals		personnel) unit
	combined unit	440-8325-7572-5000	Specific determination
440-8325-7529-5000	Specific determination	440-8325-7572-5033	Severance permitted
440-8325-7529-5033	Severance permitted	440-8325-7572-5067	Severance denied
440-8325-7529-5067	Severance denied	440-8325-7576-0000	Service employees unit
440-8325-7534-0000	Technical employees unit	440-8325-7576-5000	Specific determination
440-8325-7534-5000	Specific determination	440-8325-7576-5033	Severance permitted
440-8325-7534-5033	Severance permitted	<u>440-8325-7576-5067</u>	Severance denied
440-8325-7534-5067	Severance denied	440-8325-7581-0000	Longshoremen's unit
440-8325-7538-0000	Technical and clerical	440-8325-7581-5000	Specific determination
	employees combined unit	440-8325-7581-5033	Severance permitted
440-8325-7538-5000	Specific determination	440-8325-7581-5067	Severance denied
440-8325-7538-5033	Severance permitted	440-8325-7586-0000	Seamen's unit
440-8325-7538-5067	Severance denied	440-8325-7586-5000	Specific determination
440-8325-7543-0000	Professional employees unit	440-8325-7586-5033	Severance permitted
440-8325-7543-5000	Specific determination	440-8325-7586-5067	Severance denied
440-8325-7543-5033	Severance permitted	440-8325-7591-0000	Craft unit
440-8325-7543-5067	Severance denied	440-8325-7591-5000	Specific determination
440-8325-7548-0000	Professional and technical	440-8325-7591-5033	Severance permitted
	employees combined unit	440-8325-7591-5067	Severance denied
440-8325-7548-5000	Specific determination	440-8325-7596-0000	Multicraft unit
440-8325-7548-5033	Severance permitted	440-8325-7596-5000	Specific determination
440-8325-7548-5067	Severance denied	440-8325-7596-5033	Severance permitted
440-8325-7553-0000	Plant protection employees	440-8325-7596-5067	Severance denied
	unit	440-8325-7599-0000	Other units severed by
440-8325-7553-5000	Specific determination		employee type, category, or combination of
<u>440-8325-7553-5033</u>	Severance permitted		such
440-8325-7553-5067	Severance denied	440-8325-7599-5000	Specific determination
440-8325-7557-0000	Timekeeping employees unit	440-8325-7599-5033	Severance permitted
440-8325-7557-5000	Specific determination	<u>440-8325-7599-5067</u>	Severance denied
440-8325-7557-5033	Severance permitted	440-8350	MULTIPLE LOCATION UNITS OF
440-8325-7557-5067	Severance denied		SINGLE EMPLOYER
440-8325-7562-0000	Drivers (including driver-	440-8350-3300-0000	Employerwide units
	salesmen) unit	440-8350-3350-0000	Specific determination
440-8325-7562-5000	Specific determination	440-8350-3350-3300	Severance permitted
440-8325-7562-5033	Severance permitted	440-8350-3350-6700	Severance denied
440-8325-7562-5067	Severance denied	<u>440-8350-6700-0000</u>	Less than employerwide units
440-8325-7567-0000	Warehouse employees unit	<u>440-8350-6750-0000</u>	Specific determination
440-8325-7567-5000	Specific determination	440-8350-6750-3300	Severance permitted
440-8325-7567-5033	Severance permitted	440-8350-6750-6700	Severance denied
440-8325-7567-5067	Severance denied	440-8375	MULTIEMPLOYER UNITS
440-8325-7570-0000	Grocery employees unit	<u>440-8375-0100-0000</u>	Generally
440-8325-7570-5000	Specific determination	440-8375-5000-0000	Specific determination
440-8325-7570-5033	Severance permitted	<u>440-8375-5033-0000</u>	Severance permitted
440-8325-7570-5067	Severance denied	440-8375-5067-0000	Severance denied
440-8325-7571-0000	Instrumentmen		

460	DETERMINATION OF COMPOSITION OF UNIT		460-5067-1401-0000	Generally
			<u>460-5067-1450-0000</u>	Criteria relevant to placement
			460-5067-2100-0000	Probationary employees
			<u>460-5067-2101-0000</u>	Generally
460-2500	DETERMINATIONS INCLUDING OR EXCLUDING EMPLOYEE JOB CATEGORIES FROM UNITS (SEE APPROPRIATE HEADING UNDER TYPE OF UNIT INVOLVED, UNDER 440-0000)		460-5067-2150-0000	Criteria relevant to placement
			460-5067-2800-0000	Employees anticipating change in status or tenure
			<u>460-5067-2801-0000</u>	Generally
			<u>460-5067-2850-0000</u>	Criteria relevant to placement
460-5000	EFFECT OF EMPLOYMENT CATEGORY, STATUS, OR TENURE UPON PLACEMENT IN A UNIT		460-5067-3500-0000	Employees with part-time or former supervisory duties
			460-5067-3501-0000	Generally
460-5001	GENERALLY		460-5067-3550-0000	Criteria relevant to placement
460-5033	CATEGORY OR TYPE OF EMPLOYEE		<u>460-5067-4200-0000</u>	Regular part-time employees
460-5033-2500-0000	Employees allied with management		<u>460-5067-4201-0000</u>	Generally
<u>460-5033-2501-0000</u>	Generally		<u>460-5067-4250-0000</u>	Criteria relevant to placement
<u>460-5033-2501-5000</u>	Policy as to placement		460-5067-4500-0000	Students
460-5033-2550-0000	Nature of relationship		460-5067-4501-0000	Generally
460-5033-2550-1200	Lessor		<u>460-5067-4550-0000</u>	Criteria relevant to placement
<u>460-5033-2550-1700</u>	Stockholder		<u>460-5067-4900-0000</u>	Employees performing dual functions
460-5033-2550-2500	Member of religious Order		<u>460-5067-4901-0000</u>	Generally
460-5033-2550-2900	Parent		<u>460-5067-4950-0000</u>	Criteria relevant to placement
<u>460-5033-2550-3300</u>	Child		460-5067-5200-0000	Employees performing work at home
<u>460-5033-2550-5000</u>	Husband or wife		460-5067-5201-0000	Generally
<u>460-5033-2550-6700</u>	Brother or sister		460-5067-5250-0000	Criteria relevant to placement
<u>460-5033-2550-8300</u>	Other type of relative		460-5067-5600-0000	Seasonal employees
460-5033-5000-0000	Confidential employees		460-5067-5601-0000	Generally
<u>460-5033-5001-0000</u>	Generally		460-5067-5650-0000	Criteria relevant to placement
<u>460-5033-5001-5000</u>	Policy as to placement		460-5067-6300-0000	Replacement employees
460-5033-5050-0000	Identifying characteristics		460-5067-6301-0000	Generally
460-5033-5050-0100	Generally		460-5067-6350-0000	Criteria relevant to placement
<u>460-5033-5050-2500</u>	Relationship to individual formulating, determining and effectuating employer's labor relations policies		<u>460-5067-7000-0000</u>	Temporary employees
460-5033-5050-5000	Access to information regarding		<u>460-5067-7001-0000</u>	Generally
<u>460-5033-5050-5020</u>	Labor relations		<u>460-5067-7050-0000</u>	Criteria relevant to placement
<u>460-5033-5050-5040</u>	Business and financial records		<u>460-5067-7700-0000</u>	Intermittent, occasional, or casual employees
<u>460-5033-5050-5060</u>	Personnel records		<u>460-5067-7701-0000</u>	Generally
460-5033-5050-5080	Trade secrets		<u>460-5067-7750-0000</u>	Criteria relevant to placement
460-5033-7500-0000	Managerial employees		460-5067-7900-0000	Medical registry employees
<u>460-5033-7501-0000</u>	Generally		<u>460-5067-8200-0000</u>	On call employees
460-5033-7550-0000	Identifying characteristics		460-5067-8400-0000	Employees on layoff or leave-of-absence status
<u>460-5033-7550-0100</u>	Generally		<u>460-5067-8401-0000</u>	Generally
<u>460-5033-7550-2000</u>	Formulation or effectuation of employer's policies		<u>460-5067-8450-0000</u>	Criteria relevant to placement
460-5033-7550-4000	Attendance at management meetings		460-5067-8500-0000	Free agents
<u>460-5033-7550-6000</u>	Authority to pledge employer's credit		460-5067-8501-0000	Generally
460-5033-7550-8000	Interests otherwise identified with management		460-5067-8550-0000	Criteria relevant to placement
460-5067	STATUS OR TENURE OF EMPLOYEE		460-5067-9100-0000	Employees of another employer or of a union or allied with union
<u>460-5067-0100-0000</u>	Generally		<u>460-5067-9101-0000</u>	Generally
460-5067-0133-0000	Foreign nationals		<u>460-5067-9150-0000</u>	Criteria relevant to placement
<u>460-5067-0140-0000</u>	Illegal aliens		<u>460-5067-9200-0000</u>	Employees employed under government programs
<u>460-5067-0150-0000</u>	Retirees		460-5067-9201-0000	Generally
460-5067-0167-0000	Members of armed services		460-5067-9250-0000	Criteria relevant to placement
460-5067-0700-0000	Prospective employees		460-5067-9500-0000	Handicapped workers employed in charitable, nonprofit workshops
460-5067-0701-0000	Generally		460-5067-9501-0000	Generally
460-5067-0750-0000	Criteria relevant to placement		460-5067-9550-0000	Criteria relevant to placement
460-5067-1400-0000	Apprentices and trainees		<u>460-5067-9900-0000</u>	Other employees
			<u>460-5067-9901-0000</u>	Generally
			<u>460-5067-9950-0000</u>	Criteria relevant to placement

**460-7500 EMPLOYEE CATEGORIES EXCLUDED
FROM UNIT BY STATUTORY
DEFINITION (FOR DEFINITIONS, SEE
177-2484)**

460-7501 GENERALLY

**460-7550 TYPES OF EMPLOYEES AFFECTED BY
STATUTE**

460-7550-1200-0000 Agricultural laborers
460-7550-2500-0000 Employees of charitable
hospitals

460-7550-3700-0000 Employees of employers
subject to RLA
460-7550-4500-0000 Guards
460-7550-5000-0000 Government employees
460-7550-6200-0000 Independent contractors
460-7550-7500-0000 Relatives of management
460-7550-8700-0000 Supervisors

470	HEALTH CARE INSTITUTION UNITS		
470-0100	GENERALLY (FOR DEFINITIONS OF HEALTH CARE INSTITUTIONS SEE 177-9700-0000-0000)		
470-0125	EFFECT OF STIPULATIONS		
470-0150	LEGISLATIVE HISTORY		
470-0175	BOARD'S HEALTH CARE RULES		
470-1700	PROFESSIONAL UNITS		
470-1701	GENERALLY		
<u>470-1701-5000-0000</u>	Statutory prerequisite		
470-1716	PHYSICIANS AND SURGEONS UNIT		
<u>470-1716-0100-0000</u>	Generally		
<u>470-1716-2000-0000</u>	Identifying characteristics		
<u>470-1716-4000-0000</u>	Specific determination		
<u>470-1716-6000-0000</u>	Placement of doctors in other unit		
<u>470-1716-8000-0000</u>	Placement of other employees in doctors' unit		
470-1733	REGISTERED NURSES UNIT		
<u>470-1733-0100-0000</u>	Generally		
<u>470-1733-2000-0000</u>	Identifying characteristics		
<u>470-1733-4000-0000</u>	Specific determination		
<u>470-1733-6000-0000</u>	Placement of registered nurses in other unit		
<u>470-1733-8000-0000</u>	Placement of other employees in registered nurses unit		
470-1750	GUARDS UNIT		
<u>470-1750-0100-0000</u>	Generally		
<u>470-1750-2000-0000</u>	Identifying characteristics		
<u>470-1750-4000-0000</u>	Specific determination		
<u>470-1750-6000-0000</u>	Placement of guards in other unit		
<u>470-1750-8000-0000</u>	PLacement of other employees in guard unit		
470-1767	UNITS OF OTHER PROFESSIONALS		
<u>470-1767-0100-0000</u>	Generally		
<u>470-1767-2000-0000</u>	Identifying characteristics		
<u>470-1767-4000-0000</u>	Specific determination		
<u>470-1767-6000-0000</u>	Placement of professional employees in other unit		
<u>470-1767-8000-0000</u>	Placement of other employees in professional unit		
470-1787	ALL PROFESSIONALS UNIT (EXCEPT REGISTERED NURSES AND PHYSICIANS)		
<u>470-1787-0100-0000</u>	Generally		
<u>470-1787-2000-0000</u>	Identifying characteristics		
<u>470-1787-4000-0000</u>	Specific determination		
<u>470-1787-6000-0000</u>	Placement of other employees in all professional unit		
470-1795	ALL NONPROFESSIONAL UNIT (EXCLUDING TECHNICAL, SKILLED MAINTENANCE, BUSINESS OFFICE CLERICALS AND GUARDS)		
<u>470-1795-0100-0000</u>	Generally		
<u>470-1795-2000-0000</u>	Identifying characteristics		
<u>470-1795-4000-0000</u>	Specific determination		
<u>470-1795-6000-0000</u>	Placement of nonprofessional employees in other unit		
<u>470-1795-8000-0000</u>	Placement of other employees in nonprofessional unit		
470-3300	TECHNICAL EMPLOYEES UNIT		
470-3301	GENERALLY		
470-3320	IDENTIFYING CHARACTERISTICS		
470-3340	SPECIFIC DETERMINATION		
470-3360	PLACEMENT OF TECHNICAL EMPLOYEES IN OTHER UNIT		
470-3380	PLACEMENT OF OTHER EMPLOYEES IN TECHNICAL UNIT		
470-5000	SERVICE AND MAINTENANCE EMPLOYEES UNIT		
470-5001	GENERALLY		
470-5020	IDENTIFYING CHARACTERISTICS		
470-5040	SPECIFIC DETERMINATION		
470-5060	PLACEMENT OF SERVICE AND MAINTENANCE EMPLOYEES IN OTHER UNIT		
470-5080	PLACEMENT OF OTHER EMPLOYEES IN SERVICE AND AND MAINTENANCE UNIT		
470-5800	SKILLED MAINTENANCE EMPLOYEES UNIT		
470-5801	GENERALLY		
470-5820	IDENTIFYING CHARACTERISTICS		
470-5840	SPECIFIC DETERMINATION		
470-5860	PLACEMENT OF SKILLED MAINTENANCE EMPLOYEES IN OTHER UNIT		
470-5880	PLACEMENT OF OTHER EMPLOYEES IN SKILLED MAINTENANCE UNIT		
470-6700	BUSINESS OFFICE CLERICAL EMPLOYEES UNIT		
470-6701	GENERALLY		
470-6720	IDENTIFYING CHARACTERISTICS		
470-6740	SPECIFIC DETERMINATION		
470-6760	PLACEMENT OF OFFICE CLERICALS IN OTHER UNIT		
470-6780	PLACEMENT OF OTHER EMPLOYEES IN OFFICE CLERICAL UNIT		
470-7500	CRAFT UNITS		
470-7501	GENERALLY		
470-7520	IDENTIFYING CHARACTERISTICS		
470-7540	SPECIFIC DETERMINATION		
470-7560	PLACEMENT OF CRAFT EMPLOYEES IN OTHER UNIT		
470-7580	PLACEMENT OF OTHER EMPLOYEES IN CRAFT UNIT		
470-8300	OTHER UNITS DEFINED BY TYPE OR CATEGORY OR COMBINATIONS THEREOF		
470-8301	GENERALLY		
470-8320	IDENTIFYING CHARACTERISTICS		
470-8340	SPECIFIC DETERMINATION		
470-8360	PLACEMENT OF SUBJECT EMPLOYEES IN OTHER UNIT		
470-8380	PLACEMENT OF OTHER EMPLOYEES IN SUBJECT UNIT		
470-8500	MULTIPLE-LOCATION UNITS OF SINGLE EMPLOYER		
470-8501	GENERALLY		
470-8533	EMPLOYER WIDE		
<u>470-8533-0100-0000</u>	Generally		
<u>470-8533-5000-0000</u>	Specific determination		
470-8567	LESS THAN EMPLOYER WIDE		
<u>470-8567-0100-0000</u>	Generally		
<u>470-8567-5000-0000</u>	Specific determination		

470-8800 RESIDUAL EMPLOYEE UNITS
470-8801 GENERALLY
470-8820 IDENTIFYING CHARACTERISTICS
**470-8840 APPROPRIATENESS TO SEPARATE
UNIT OF RESIDUAL EMPLOYEES**
470-8840-0100-0000 Generally
470-8840-3300-0000 Previously unrepresented
employees
470-8840-6700-0000 Previously represented
employees
470-8860 SPECIFIC DETERMINATION
**470-9000 ADDITIONS OF GROUPS OF
EMPLOYEES TO EXISTING UNITS**

470-9001 GENERALLY
470-9025 SPECIFIC DETERMINATION
470-9025-3300-0000 Employees held to be
accretion
470-9025-6700-0000 Employees held not to be
accretion
**470-9100 SEVERANCE OF GROUPS OF
EMPLOYEES FROM EXISTING UNITS**
470-9101 GENERALLY
470-9125 SPECIFIC DETERMINATION
470-9125-3300-0000 Severance permitted
470-9125-6700-0000 Severance denied

480 POSTAL SERVICE UNITS

480-0100 GENERALLY

480-0125 POSTAL REORGANIZATION ACT OF 1970

480-0125-0100-0000 Generally
480-0125-3300-0000 Legislative history
480-0125-6700-0000 Transitional Period

provisions

480-0150 BARGAINING HISTORY AND PRACTICE

480-3300 SCOPE OF UNITS (SEE 480-6700 FOR PLACEMENT OF PARTICULAR CATEGORIES OF EMPLOYEES IN THESE UNITS)

480-3301 GENERALLY

480-3325 ADMINISTRATIVE ORGANIZATIONAL UNITS

480-3325-0100-0000 Generally
480-3325-1400-0000 National unit
480-3325-2800-0000 Regional unit
480-3325-4200-0000 Metropolitan center unit
480-3325-5600-0000 Metropolitan area unit
480-3325-7000-0000 District unit
480-3325-8400-0000 Combined unit

480-3350 OPERATIONAL UNITS

480-3350-0100-0000 Generally
480-3350-2500-0000 Sectional center unit
480-3350-5000-0000 Post office unit
480-3350-7500-0000 Combined unit

480-3375 SUPPORT SERVICES UNITS

480-3375-0100-0000 Generally
480-3375-1400-0000 Area supply center unit
480-3375-2100-0000 R & D unit
480-3375-2800-0000 Mail bag depository and repair center unit
480-3375-4200-0000 Mail equipment shops unit
480-3375-5600-0000 Postal data center unit
480-3375-7000-0000 Personnel center unit
480-3375-8400-0000 Combined unit

480-6700 COMPOSITION OF UNITS

480-6701 GENERALLY

480-6725 CRAFT UNITS (BY OCCUPATIONAL CLASSIFICATIONS)

480-6725-0100-0000 Generally
480-6725-1100-0000 Letter carriers
480-6725-2200-0000 Mailhandlers
480-6725-3300-0000 Clerks
480-6725-4400-0000 Special delivery messengers

480-6725-5500-0000 Rural letter carriers
480-6725-6600-0000 Motor vehicle employees
480-6725-7700-0000 Maintenance employees
480-6725-8800-0000 Combined unit

480-6750 EMPLOYEE TYPE OR CATEGORY UNITS

480-6750-1500-0000 Production and maintenance employees unit
480-6750-1501-0000 Generally
480-6750-1540-0000 Specific determination
480-6750-1560-0000 Placement of P&M employees in other unit
480-6750-1580-0000 Placement of other employees in P&M unit
480-6750-1900-0000 Office clerical employees unit
480-6750-1901-0000 Generally
480-6750-1940-0000 Specific determination
480-6750-1960-0000 Placement of office clerical employees in other unit
480-6750-1980-0000 Placement of other employees in office clerical unit
480-6750-2400-0000 Plant clerical employees unit
480-6750-2401-0000 Generally
480-6750-2440-0000 Specific determination
480-6750-2460-0000 Placement of plant clericals in other unit
480-6750-2480-0000 Placement of other employees in plant clerical unit
480-6750-9100-0000 Craft unit (by trade)
480-6750-9101-0000 Generally
480-6750-9167-0000 Specific determination
480-6750-9600-0000 Multicraft unit
480-6750-9900-0000 Other units defined by employees' type or category, or combinations of such units
480-6750-9901-0000 Generally
480-6750-9920-0000 Identifying characteristics
480-6750-9940-0000 Specific determination
480-6750-9960-0000 Placement of employees in other unit
480-6750-9980-0000 Placement of other employees in unit

480-6775 OTHER EMPLOYEE GROUPINGS

480-6775-0100-0000 Generally
480-6775-2000-0000 Heterogeneous grouping
480-6775-4000-0000 Fringe group
480-6775-6700-0000 Residual employees unit
480-6775-8300-0000 Voting group

500 UNFAIR LABOR PRACTICES

501	GENERALLY
501-1400	NATURE AND SCOPE OF PROSCRIPTIONS
501-1433	CONDUCT INITIATED BEFORE BUT CONTINUING AFTER EFFECTIVE DATE OF AMENDED ACT
501-1433-5000-0000	Section 102 not applicable
501-1467	ONLY ACTIVITIES SPECIFICALLY PROHIBITED ARE UNFAIR LABOR PRACTICES
501-1467-0100-0000	Generally
501-1467-3300-0000	Inducing employer to violate 8(a) not 8(b) per se
501-1467-6700-0000	Picketing for proscribed purposes only prohibited
501-2800	SECTION 8(c)
501-2812	SCOPE AND PURPOSE
501-2812-2500-0000	Rule of evidence
501-2812-5000-0000	Does not preclude use of 8(c) statements to show background, motivation, or context
501-2812-7500-0000	Does not preclude use of 8(c) statements to establish 8(b)(4) objective
501-2825	DISSEMINATION OF VIEWS, WHAT CONSTITUTES
501-2837	STATEMENTS NOT CONTAINING THREATS OR PROMISES MAY BE COERCIVE
501-2850	STATEMENTS NOT TO BE CONSIDERED IN ISOLATION
501-2862	PATTERN OR COURSE OF CONDUCT MAY BE CONTROLLING
501-2875	CONDUCT PROTECTED BY SECTION 8(c)
501-2875-0100-0000	Generally
501-2875-0700-0000	Explanatory remarks lose protection when accompanied by threats of reprisal
501-2875-1400-0000	Addressing employees on company time and premises without affording union equal opportunity
501-2875-2800-0000	Branding union leaders and members Communists
501-2875-3500-0000	Solicitation of repudiation of union
501-2875-4200-0000	Interrogation
501-2875-4500-0000	Expression of opinion
501-2875-4900-0000	Request for return of grievance settlement payments
501-2875-5600-0000	Opposition to union or collective bargaining, expression of
501-2875-6300-0000	Economic prediction of consequences of unionization
501-2875-7000-0000	Predictions about unionization
501-2875-7050-0000	In answer to employee's question

501-2875-7600-0000	Informing employees of their right to counsel
501-2875-7700-0000	Threats of reprisal
501-2875-7750-0000	Not to rehire or reinstate strikers
501-2875-8000-0000	Announcement of lawfully granted benefits
501-2875-8400-0000	Statements of union preference
501-2875-8800-0000	Statements concerning labor strife
501-2875-9000-0000	Statements and/or communications concerning bargaining negotiations
501-2875-9200-0000	Statements relating to economic position
501-2875-9600-0000	Statements regarding union membership obligations
501-2887	CONDUCT NOT PROTECTED BY 8(c)
501-2887-0100-0000	Generally
501-2887-0500-0000	Applicable to unfair labor practice cases only
501-2887-0800-0000	Announcements of benefits or concessions
501-2887-1200-0000	Misleading or distorted explanation of Act
501-2887-1600-0000	Attacks upon union or officials, particular forms of
501-2887-1650-0000	Disparagement generally
501-2887-2500-0000	Community antiunion campaign
501-2887-3300-0000	Distribution of antiunion literature in violation of no-distribution rule
501-2887-4100-0000	Influencing strike vote or other internal union matters
501-2887-4900-0000	Interference with election
501-2887-5800-0000	Interrogation
501-2887-6600-0000	Predictions about unionization
501-2887-7500-0000	Promise of economic or other benefits
501-2887-7501-0000	Generally
501-2887-7550-0000	Implied promises
501-2887-8300-0000	Subsidizing antiunion campaign
501-2887-9100-0000	Threats of reprisal
501-2887-9101-0000	Generally
501-2887-9120-0000	Discharge or layoff or reduced hours
501-2887-9140-0000	Implied threats
501-2887-9160-0000	Threats not to rehire strikers
501-2887-9170-0000	Blacklisting
501-2887-9180-0000	Threats of shutdown
501-2887-9500-0000	Statements expressing unlawful object under 8(b)(4) or 8(b)(7)
501-4200	EFFECTIVENESS OF UNFAIR LABOR PRACTICE NEED NOT BE SHOWN
501-4233	ACT DOES NOT REQUIRE PROOF THAT EMPLOYER'S CONDUCT HAD ITS DESIRED EFFECT
501-4267	MAY BE INFERRED BY BOARD
501-5600	EMPLOYER'S CONTROL OF BUSINESS PRESERVED
501-5601	GENERALLY

<u>501-5601-2500-0000</u>	Fifth amendment does not make employer's property rights absolute	<u>501-8407-2500-0000</u>	Fear of union reprisal
<u>501-5601-5000-0000</u>	Unrestricted by Act if no unfair labor practice	<u>501-8407-5000-0000</u>	Inconvenience
<u>501-5614</u>	DISCHARGE POWER FOR NORMAL REASONS UNIMPAIRED	<u>501-8407-7500-0000</u>	Statute permits no immunity because of hardship or economic pressure
<u>501-5628</u>	DISCONTINUANCE OF OPERATIONS FOR ECONOMIC REASONS PROPER	<u>501-8414</u>	"CLEAN HANDS" DOCTRINE
<u>501-5642</u>	HIRING POWER, NORMAL EXERCISE OF, UNIMPAIRED	<u>501-8418</u>	INTERVENING COURT STAY
<u>501-5656</u>	DISCIPLINE: EMPLOYER MAY TAKE ACTION TO MAINTAIN	<u>501-8421</u>	MOOTNESS
<u>501-5656-5000-0000</u>	But employer acts at his peril	<u>501-8421-5000-0000</u>	Discontinuance of, or non-cooperation in commission of, unfair labor practice
<u>501-5670</u>	EMERGENCY OPERATIONS, RIGHT TO DETERMINE METHODS UNIMPAIRED	<u>501-8427</u>	MOTIVE AND INTENT
<u>501-5684</u>	EMPLOYER MAY ADOPT MEASURES NECESSARY TO PROTECT EMPLOYEES AGAINST VIOLENCE	<u>501-8427-0100-0000</u>	Generally
<u>501-7000</u>	CIRCUMSTANCES INDICATING VIOLATION	<u>501-8427-2500-0000</u>	Absence of unlawful motive may not be defense
<u>501-7020</u>	CIRCUMSTANCES SURROUNDING ACTS IN QUESTION MUST BE CONSIDERED	<u>501-8427-5000-0000</u>	Motives in violating Act may not be relevant
<u>501-7040</u>	EVENTS PRIOR AND SUBSEQUENT TO ACTS IN QUESTION MUST BE CONSIDERED	<u>501-8427-7500-0000</u>	Lack of intent to violate Act may not be defense
<u>501-7040-5000-0000</u>	Plantwide controversy must be considered in evaluation of particular acts	<u>501-8434</u>	NEUTRALITY OF EMPLOYER
<u>501-7060</u>	ANTIUNION ATTITUDE AND POLICIES OF EMPLOYER	<u>501-8434-0100-0000</u>	Generally
<u>501-7060-0100-0000</u>	Generally	<u>501-8434-1700-0000</u>	Action taken to maintain neutrality
<u>501-7060-0150-0000</u>	Isolated statements or incidents insufficient to establish antiunion attitude	<u>501-8434-3300-0000</u>	Lip service to Act insufficient
<u>501-7060-1700-0000</u>	Absence of, indicates no unfair labor practice	<u>501-8434-3350-0000</u>	Announcement to employees that they are free to join any union, etc., no defense
<u>501-7060-3300-0000</u>	Indicia of antiunion attitude	<u>501-8434-6700-0000</u>	Effect of communication of neutrality to employees
<u>501-7060-5000-0000</u>	Intimation and subtle manifestations of employer's attitude	<u>501-8437</u>	REPUDIATION OF UNLAWFUL CONDUCT
<u>501-7060-6700-0000</u>	Motive of employer in interpreting conduct	<u>501-8441</u>	IGNORANCE OF LAW NO DEFENSE
<u>501-7060-8300-0000</u>	Proof of, strengthens proof of unfair labor practice	<u>501-8444</u>	RETROACTIVE APPLICATION OF CHANGE IN BOARD LAW OR POLICY
<u>501-7060-8333-0000</u>	Increase in subscription to antiunion publication during organizational campaign	<u>501-8448</u>	ADVICE OF COUNSEL OR BOARD AGENT NO DEFENSE
<u>501-7060-8350-0000</u>	Prior Board order or decree	<u>501-8454</u>	DECISION, ADVICE OR AUTHORIZATION OF OTHER GOVERNMENT AGENCIES; JUDICIAL PRECEDENT
<u>501-7080</u>	BACKGROUND OF LABOR RELATIONS AT EMPLOYER'S PLANT MUST BE CONSIDERED	<u>501-8461</u>	CONTRACTUAL RIGHTS OR OBLIGATIONS
<u>501-7080-3300-0000</u>	Background favorable to employer	<u>501-8461-3300-0000</u>	Breach of contract
<u>501-7080-3350-0000</u>	Absence of hostility to unionization in past no defense	<u>501-8461-3350-0000</u>	Bargaining agreement does not excuse interference with employee rights
<u>501-7080-6700-0000</u>	Background unfavorable to employer	<u>501-8468</u>	DISSOLUTION OF UNION NO DEFENSE
<u>501-8400</u>	AFFIRMATIVE DEFENSES	<u>501-8471</u>	DE MINIMUS
<u>501-8401</u>	GENERALLY	<u>501-8475</u>	ISOLATED CHARACTER OF VIOLATION NO DEFENSE
<u>501-8407</u>	ECONOMIC NECESSITY, PRESSURE OR HARDSHIP	<u>501-8475-3300-0000</u>	Where part of general unfair labor practice background
		<u>501-8475-6700-0000</u>	Limitation of conduct to few of many plants immaterial
		<u>501-8481</u>	UNION MISCONDUCT, AND FEAR OR THREATS THEREOF
		<u>501-8481-5000-0000</u>	Strike misconduct
		<u>501-8485</u>	EMPLOYER ULP's NO JUSTIFICATION FOR 8(b) COERCIVE TACTICS
		<u>501-8488</u>	UNION RULES AND JURISDICTION
		<u>501-8495</u>	STATE LAWS

506	EMPLOYEE RIGHTS PROTECTED BY SECTION 7
506-0100	GENERALLY
506-0114	RIGHT OF SELF-ORGANIZATION
506-0128	RIGHT TO FORM, JOIN, OR ASSIST LABOR ORGANIZATIONS
506-0142	RIGHT TO BARGAIN COLLECTIVELY THROUGH REPRESENTATIVE OF OWN CHOOSING
506-0156	RIGHT TO ENGAGE IN OTHER CONCERTED ACTIVITIES FOR PURPOSE OF COLLECTIVE BARGAINING
506-0170	RIGHT TO ENGAGE IN OTHER CONCERTED ACTIVITIES FOR MUTUAL AID OR PROTECTION
506-0180	ATTITUDE TOWARD MANAGEMENT REFLECTING DISSATISFACTION WITH WORKING CONDITIONS AND/OR LACK OF SUCCESS OF UNION CAMPAIGN, ETC.
506-0184	RIGHT TO REFRAIN FROM EXERCISE OF SECTION 7 RIGHTS
506-0184-0100-0000	Generally
506-0184-5000-0000	Subject to membership requirement of valid agreement
506-0188	RIGHT TO BE FREE FROM UNFAIR, IRRELEVANT, OR INVIDIOUS TREATMENT BY REPRESENTATIVE
506-0188-5000-0000	Differentiation on basis of sex
506-0192	RIGHTS DERIVED FROM OTHER FEDERAL LABOR STATUTES
506-2000	NATURE OF ACTIVITIES PROTECTED
506-2001	GENERALLY
506-2001-5000-0000	Concerted or protected activity defined
506-2017	NOT ALL CONCERTED ACTIVITIES PROTECTED
506-2017-0100-0000	Generally
506-2017-0800-0000	Activity of such character as to render employee unfit for further service; actions compromise health and safety of others
506-2017-1700-0000	Activities tending to disrupt employer's or union's operations
506-2017-2500-0000	Activities relating to intra-union affairs
506-2017-3300-0000	Cessation of work for personal reasons
506-2017-4000-0000	No impact upon terms and conditions of employment
506-2017-4500-0000	Attempt to change ownership or management of employer
506-2017-5000-0000	Resort to prohibited means
506-2017-6700-0000	Activities prohibited by statute
506-2017-8300-0000	Conduct violating valid provisions of contract
506-2017-9100-0000	Conduct in derogation of bargaining representation
506-2033	BOARD HAS FUNCTION OF BALANCING CONFLICTING

	EMPLOYEE AND EMPLOYER INTERESTS
506-2033-5000-0000	Exercise of economic pressure not unlawful per se
506-2050	EMPLOYER'S MISTAKEN BELIEF AS TO ACTIVITY'S PROTECTED STATUS IMMATERIAL
506-2060	EMPLOYEES' MISTAKEN BELIEF AS TO VALIDITY OF GRIEVANCE IMMATERIAL
506-2067	UNION MEMBERSHIP IMMATERIAL
506-2083	UNION ACTIVITY NEED NOT BE INVOLVED OR COLLECTIVE BARGAINING CONTEMPLATED
506-3000	REFUSAL TO CROSS PICKET LINE
506-3001	GENERALLY
506-3001-5000-0000	Employer may replace non-striking employee refusing to cross line if business reasons so require
506-3033	AT PREMISES OF ANOTHER EMPLOYER
506-3033-0100-0000	Generally
506-3033-2500-0000	Right protected by 8(b)(4) proviso
506-3033-5000-0000	Primary picket line
506-3033-7500-0000	Secondary picket line
506-3033-8700-0000	Picket line at state subdivision
506-3067	AT OWN EMPLOYER'S PREMISES
506-3067-0100-0000	Generally
506-3067-1700-0000	Primary line of another union at employee's place of work
506-3067-3300-0000	Primary line of union representing unit of which employee is not member
506-3067-5000-0000	As result of sympathy strike
506-3067-6700-0000	Secondary picket line which is primary line of another union
506-4000	OBJECTIVE AS DETERMINANT OF PROTECTED STATUS OF ACTIVITY
506-4001	GENERALLY
506-4001-5000-0000	Racial discrimination
506-4033	OBJECTIVES WARRANTING PROTECTION OF ACTIVITY
506-4033-0100-0000	Generally
506-4033-0300-0000	Educating fellow employees regarding employment problems
506-4033-0600-0000	Holding or attending union or employee meeting
506-4033-0900-0000	Protesting unfair labor practice
506-4033-1000-0000	Protesting disciplinary measures
506-4033-1100-0000	Protesting lawful discharge
506-4033-1200-0000	Criticizing or protesting actions of supervisor
506-4033-1300-0000	Attempting to ask question at employer's antiunion meeting
506-4033-1400-0000	Employer's prohibition against employee's attending or asking questions at employer's anti-union meeting
506-4033-1500-0000	Protesting layoffs or lockout

<u>506-4033-1700-0000</u>	Protesting employment practices based on racial and other minority group considerations	<u>506-4033-5700-0000</u>	Protesting the hiring of outside organizations (law firms, management consulting firms, etc.)
<u>506-4033-1800-0000</u>	Protesting employment practices based on sex considerations	<u>506-4033-5800-0000</u>	Protesting work quotas
<u>506-4033-1900-0000</u>	Enforcing a State Employment standard	<u>506-4033-6000-0000</u>	Protesting performance of employee's work by other employees
<u>506-4033-2100-0000</u>	Soliciting fellow employees to sign union card	<u>506-4033-6100-0000</u>	Protesting harassment by outsiders
<u>506-4033-2200-0000</u>	Protesting unlawful discharge	<u>506-4033-6200-0000</u>	Protesting employer's unauthorized use of union label
<u>506-4033-2400-0000</u>	Protesting changes in work schedule	<u>506-4033-6400-0000</u>	Protesting financial management of trust fund or benefit plan
<u>506-4033-2500-0000</u>	Protesting change in bonus policy	<u>506-4033-6500-0000</u>	Protesting promotion policy
<u>506-4033-2600-0000</u>	Protesting overtime	<u>506-4033-6600-0000</u>	Protesting change in personnel
<u>506-4033-2700-0000</u>	Complaining about abuse of overtime by personnel	<u>506-4033-7000-0000</u>	Seeking information about employee's liability for action required by employer
<u>506-4033-2800-0000</u>	Protesting deprivation of overtime	<u>506-4033-7500-0000</u>	Seeking appointment of supervisor
<u>506-4033-2900-0000</u>	Protesting changes in day off, or other nonwork time schedule	<u>506-4033-7600-0000</u>	Seeking removal of supervisor or management official
<u>506-4033-3000-0000</u>	Seeking assistance of Union representative or co-worker at investigatory interview	<u>506-4033-7700-0000</u>	Protesting designation of supervisor
<u>506-4033-3100-0000</u>	Protesting employer's racist tactics	<u>506-4033-7800-0000</u>	Seeking removal of union steward
<u>506-4033-3200-0000</u>	Employee's advising other employees of right to file charges with Board	<u>506-4033-8800-0000</u>	Protesting payment of wages by check not covered by funds
<u>506-4033-3300-0000</u>	Protesting refusal to bargain with union or meet with employees	<u>506-4033-9100-0000</u>	Protesting intra-union election procedures
<u>506-4033-3500-0000</u>	Seeking union membership or representation	<u>506-4033-9200-0000</u>	Engaging in intraunion activities
<u>506-4033-3800-0000</u>	Protesting employer's compensation policy relating to other than wages, bonus or pay rates (tips, cash shortages, etc.)	<u>506-4033-9300-0000</u>	Protesting hiring or job assignment practices
<u>506-4033-3900-0000</u>	Performance of union representative's duties	<u>506-4033-9400-0000</u>	Publicizing inability to reach agreement
<u>506-4033-4100-0000</u>	Demanding compliance with union contract	<u>506-4033-9500-0000</u>	Publicizing organizational efforts
<u>506-4033-4200-0000</u>	Demanding contract wage	<u>506-4033-9600-0000</u>	Publicizing adverse working conditions
<u>506-4033-4300-0000</u>	Enlisting union's assistance in appointment of steward	<u>506-4033-9900-0000</u>	Protesting discriminatory practices of other employers
<u>506-4033-4400-0000</u>	Obtaining better contract	<u>506-4067</u> OBJECTIVES RENDERING ACTIVITIES UNPROTECTED	
<u>506-4033-4500-0000</u>	Demanding additional benefits	<u>506-4067-0100-0000</u>	Generally
<u>506-4033-4600-0000</u>	Persuading employer to agree to election	<u>506-4067-1000-0000</u>	To obtain objective only for self
<u>506-4033-4700-0000</u>	Return to work after effective resignation from union	<u>506-4067-2000-0000</u>	To obtain contract provision requiring unlawful conduct
<u>506-4033-4900-0000</u>	Obtaining wage increase	<u>506-4067-3000-0000</u>	Personal problems
<u>506-4033-5000-0000</u>	Protest regarding benefit plans	<u>506-4067-4000-0000</u>	Recognition contrary to certification
<u>506-4033-5100-0000</u>	Protest concerning pay	<u>506-4067-6000-0000</u>	Recognition when representation petition pending
<u>506-4033-5200-0000</u>	Refusal to work without pay or complaint about doing so	<u>506-4067-7500-0000</u>	Seeking appointment of supervisor
<u>506-4033-5300-0000</u>	Protesting change in computing pay (piece rate, etc.)	<u>506-4067-8000-0000</u>	To compel unlawful conduct
<u>506-4033-5400-0000</u>	Protesting withdrawal of incentive wage increases	<u>506-4067-8500-0000</u>	Interfering in employer's meeting with employees
<u>506-4033-5500-0000</u>	Protesting working conditions	<u>506-4067-8700-0000</u>	Interfering in employer's investigation of employee misconduct
		<u>506-4067-9000-0000</u>	Employee's bad faith, knowledge of falsity, intent to harass, or similar improper motives

506-4067-9500-0000 Disloyalty of employees
506-4067-9700-0000 Intolerably destructive or
damaging concerted activity
506-6000 FORMS OF ACTIVITY
506-6001 GENERALLY
506-6020 PICKET LINE ACTIVITIES
506-6020-0100-0000 Generally
506-6020-1700-0000 At other locations of
employer's business
506-6020-3300-0000 Violence
506-6020-4900-0000 At premises of another
employer
506-6020-5000-0000 Picture-taking
506-6020-6700-0000 Name calling
506-6030 REFUSAL TO CROSS PICKET LINE
506-6030-0100-0000 Generally
506-6030-1700-0000 Refusal in violation of
contract
506-6030-3300-0000 Primary line of another union
at another employer
506-6030-5000-0000 Secondary picket line
**506-6040 SELECTION OR REJECTION OF OWN
REPRESENTATIVES**
506-6040-0100-0000 Generally
506-6050 STRIKE ACTIVITY
506-6050-0100-0000 Generally
506-6050-0117-0000 Effect of Section 13
506-6050-0133-0000 Limitations on right to strike
must be narrowly construed
506-6050-0150-0000 Right to picket not same as
right to strike
506-6050-0167-0000 Right to strike not absolute
506-6050-0167-2500 Balanced against rights of
third parties
506-6050-0167-5000 Must be balanced against
employer's right
506-6050-0183-0000 Activities constituting
participation in strike
506-6050-1200-0000 What constitutes strike
506-6050-1220-0000 Cessation of work
506-6050-1240-0000 Spontaneous work stoppage
as walkout
506-6050-1260-0000 Refusal to perform portion of
assigned duties
506-6050-1280-0000 Refusal to work overtime,
Sundays, or holidays
506-6050-2500-0000 Intermittent, recurrent,
partial, or brief strike
506-6050-3100-0000 Refusal to perform struck
work
506-6050-3700-0000 Limitations of Section 8(d)
506-6050-3717-0000 Legislative history
506-6050-3733-0000 Expiration date means
termination or modification date
506-6050-3750-0000 Not applicable to ULP strike
506-6050-3750-5000 ULP strike not prohibited
during 60-day period
506-6050-3762-0000 Notice to mediation agencies
mandatory
506-6050-3762-2500 Purpose to give agencies time
to intervene
506-6050-3762-5000 Strike absent or prior to
8(d)(3) notice violative of 8(d)(4)

506-6050-3762-7500 Strike 30 days after belated
notice not violative of 8(d)(4)
506-6050-3762-8300 Strike prohibited until
expiration of contract
506-6050-5000-0000 Effect of section 502 -
abnormally dangerous condition
506-6050-5001-0000 Generally
506-6050-5050-0000 Walkout because of
abnormally dangerous conditions not strike
506-6050-5075-0000 Refusal to perform assigned
duties
506-6050-6200-0000 Effect of no-strike
agreements
506-6050-6210-0000 Contractual waiver of
protected employee rights will be narrowly
construed
506-6050-6220-0000 Agreement must be
interpreted in light of entire contract
506-6050-6240-0000 Agreement must be
interpreted in light of law relating to it
506-6050-6260-0000 Not applicable in case of
walkout or refusal to work due to abnormally
dangerous conditions
506-6050-6280-0000 Right to strike against ULP
may be waived by explicit contractual
provision
506-6050-7500-0000 Unprotected strikes
506-6050-7520-0000 Strike in violation of 8(d)
506-6050-7530-0000 Activity in violation of
section 8(g)
506-6050-7540-0000 Union's failure to comply
with its constitutional provisions does not
make strike illegal
506-6050-7550-0000 Sit-in strikes
506-6050-7560-0000 Strike creating risk of
property damage
506-6050-7565-0000 Strike in support of insistence
on non-mandatory subjects of bargaining
506-6050-7570-0000 Strike to compel unlawful act
506-6050-7580-0000 Strike in violation of no-
strike agreement
506-6050-7580-5000 Unprotected but participants
protected against violence of union
506-6050-8300-0000 Wildcat strike
506-6050-8700-0000 Sympathy strike
506-6050-9100-0000 Minority strikes (See also
506-8000)
**506-6060 STATEMENTS REGARDING
EMPLOYER'S LABOR RELATIONS**
506-6060-3300-0000 Good faith in making
misstatement relevant
506-6060-5000-0000 Derogatory remark or
defamatory literature in context of protected
activity
506-6060-6700-0000 Truth of statement not proper
test
**506-6070 STATEMENTS REGARDING
EMPLOYER'S BUSINESS**
506-6070-2500-0000 Defamation of employer's
product not protected
506-6070-2550-0000 Omission of reference to
labor dispute crucial
506-6070-5000-0000 Derogatory remark in context
of protected activity protected

<u>506-6070-6000-0000</u>	Truth of statement not proper test	<u>506-6090-2100-0000</u>	Attendance at congressional proceedings
<u>506-6070-7500-0000</u>	Good faith in misrepresenting facts relevant	<u>506-6090-2400-0000</u>	Circulation of petition to obtain time off for holiday season
<u>506-6080</u>	ACTIVITIES IN SUPPORT OF PROTECTED ACTIVITY	<u>506-6090-2500-0000</u>	Attendance or testifying at unemployment compensation proceedings
<u>506-6080-0800-0000</u>	Enlistment of third party support or representation	<u>506-6090-2800-0000</u>	Participation in boycott of goods or services
<u>506-6080-1700-0000</u>	Participation in Board proceedings	<u>506-6090-3200-0000</u>	Wearing or otherwise displaying union insignia, signs, or other symbols of protest
<u>506-6080-1733-0000</u>	Informal conference	<u>506-6090-3300-0000</u>	Discussion between employees about possibility of joining union in order to secure benefits
<u>506-6080-1767-0000</u>	Formal hearing	<u>506-6090-3400-0000</u>	Discussing wages
<u>506-6080-2500-0000</u>	Supplying information concerning strike	<u>506-6090-3500-0000</u>	Displaying strike date notices
<u>506-6080-3300-0000</u>	Supplying information to Board agents	<u>506-6090-3600-0000</u>	Use of bulletin board, computer (e-mail, etc.)
<u>506-6080-4100-0000</u>	Warning employees about informers or union adherents	<u>506-6090-3800-0000</u>	Petition to improve working conditions
<u>506-6080-5000-0000</u>	Campaign propaganda statements	<u>506-6090-4000-0000</u>	Petitioning Congress
<u>506-6080-6700-0000</u>	Dual unionism	<u>506-6090-4200-0000</u>	"Griping' to other employees about working conditions
<u>506-6080-8300-0000</u>	Obtaining information to support unfair labor practice charges or objections to election	<u>506-6090-4500-0000</u>	Use of social media
<u>506-6080-8700-0000</u>	Obtaining information for union	<u>506-6090-4900-0000</u>	Invocation of Board processes (see also 8(a)(4))
<u>506-6080-9100-0000</u>	Reporting violation of contract to union	<u>506-6090-5000-0000</u>	Organizing protest regarding working conditions
<u>506-6085</u>	FILING LAW SUITS AGAINST EMPLOYER	<u>506-6090-5200-0000</u>	Right to resign from union
<u>506-6085-5000-0000</u>	Jones Act and/or Longshoremen's and Harbor Worker's Compensation Act	<u>506-6090-5300-0000</u>	Not joining union where no contract obligation
<u>506-6090</u>	OTHER FORMS OF ACTIVITIES PROTECTED	<u>506-6090-5400-0000</u>	Opposition to union hierarchy
<u>506-6090-0100-0000</u>	Generally	<u>506-6090-5450-0000</u>	Reform group
<u>506-6090-0200-0000</u>	Solicitation on behalf of union	<u>506-6090-5600-0000</u>	Opposition to bargaining representative
<u>506-6090-0500-0000</u>	Distribution of literature	<u>506-6090-5700-0000</u>	Attendance at Board proceeding
<u>506-6090-0600-0000</u>	Holding union or employee meeting	<u>506-6090-5800-0000</u>	Contacting union representative
<u>506-6090-0700-0000</u>	Attempts by employees to change representative's attitude toward particular bargaining subject	<u>506-6090-5900-0000</u>	Organizing protest regarding change in working conditions
<u>506-6090-1000-0000</u>	Implementation of contract by stewards	<u>506-6090-6300-0000</u>	Discussing, filing, or in any other manner assisting in grievance/arbitration or internal union proceedings
<u>506-6090-1200-0000</u>	Invocation of terms of collective bargaining agreement	<u>506-6090-6350-0000</u>	By minority group
<u>506-6090-1300-0000</u>	Criticizing union's officers, policies and procedures	<u>506-6090-6400-0000</u>	Employee meetings concerning grievances
<u>506-6090-1400-0000</u>	Attempts by employees to change representative's bargaining technique	<u>506-6090-6600-0000</u>	Dealing with public agencies regulating working conditions
<u>506-6090-1500-0000</u>	Acting as election observer	<u>506-6090-6800-0000</u>	Refusing to violate, or demanding compliance with federal or state statutes and regulations
<u>506-6090-1600-0000</u>	Acting as union steward or officer	<u>506-6090-7000-0000</u>	Prosecution of FLSA claims (See also 506-6090-8000)
<u>506-6090-1700-0000</u>	Attempts by employees to change union leadership	<u>506-6090-7300-0000</u>	Threatening to, or filing complaint, or in any other manner assisting in prosecution of criminal action
<u>506-6090-1800-0000</u>	Activities as a safety committeeman	<u>506-6090-7700-0000</u>	Threatening to, or bringing suit, or in any other manner lending assistance in support of civil action
<u>506-6090-1900-0000</u>	Participation in concerted activity at another employer's premises or with another employer's employees	<u>506-6090-7800-0000</u>	Gathering documentation in support of allegations to government agency
<u>506-6090-2000-0000</u>	Authorization checkoff		

506-6090-8000-0000 Threatening to, filing, or in any other manner lending assistance in support of actions brought before Federal, State, or local government agencies

506-6090-8100-0000 Attending or serving as witness in hearings before government agencies (See also 506-6090-8000)

506-6090-8200-0000 Filing complaint or grievance under employer's noncontractual procedures

506-6090-8300-0000 Assisting in arbitration or grievance proceeding (See also 506-6090-6300)

506-6090-8400-0000 Reporting Board proceeding to fellow employees

506-6090-9100-0000 Union label, sponsoring withdrawal of

506-6090-9300-0000 Refusing to perform job assignment

506-6090-9500-0000 Work-in

506-6095 OTHER FORMS OF ACTIVITY UNPROTECTED

506-6095-0100-0000 Generally

506-6095-2000-0000 Participating in Board of Director elections

506-6095-5000-0000 Entering plant in violation of valid rule

506-6095-6000-0000 Seeking assistance of counsel or co-worker at investigatory or disciplinary interview

506-6095-7500-0000 Refusing to take polygraph test

506-6095-8700-0000 To cause or attempt to cause economic harm to employer

506-8000 INDEPENDENT ACTIVITIES OF EMPLOYEES REPRESENTED BY RECOGNIZED UNION

506-8001 GENERALLY

506-8025 TYPES OF ACTIVITY

506-8025-5000-0000 Protest not an attempt to engage in direct negotiations

506-8033 SANCTION OF ACTIVITY BY REPRESENTATIVE

506-8033-2500-0000 Sanction prior to activity

506-8033-5000-0000 Sanction subsequent to activity

506-8033-7500-0000 Absence of sanction

506-8067 OBJECTIVES OF ACTIVITIES IN RELATION TO REPRESENTATIVE'S POSITION

506-8067-2500-0000 In support of representative's position

506-8067-5000-0000 Inconsistent with representative's position

506-8067-7500-0000 In absence of position by representative

506-8067-8700-0000 Effort to persuade union to take more aggressive position with respect to employer's adverse actions

506-9000 REFRAINING FROM PROTECTED ACTIVITY

506-9001 GENERALLY

506-9017 ATTEMPTS BY EMPLOYEES TO CHANGE UNION LEADERSHIP

506-9050 NOT JOINING UNION WHERE NO CONTRACT OBLIGATION

<p>512 EMPLOYER INTERFERENCE WITH EMPLOYEE SECTION 7 RIGHTS - (SECTION 8(a)(1))</p> <hr/> <p>512-0100 GENERALLY</p> <p>512-0117 SCOPE OF PROSCRIPTION</p> <p><u>512-0117-0100-0000</u> Generally</p> <p>512-0117-1200-0000 Laid-off employees</p> <p>512-0117-5000-0000 Extends to employees other than those of employees engaged in protected activity</p> <p>512-0125 INDIVIDUALS AFFECTED</p> <p><u>512-0125-1200-0000</u> Laid off employees</p> <p>512-0125-1400-0000 Former employees</p> <p><u>512-0125-1500-0000</u> Union stewards or agents</p> <p><u>512-0125-1600-0000</u> Employees of other employers; employer's non-unit employees</p> <p><u>512-0125-2500-0000</u> Off-duty employees</p> <p><u>512-0125-3700-0000</u> Employees not engaged in protected activity</p> <p>512-0125-5000-0000 Part-time summer employees</p> <p><u>512-0125-5500-0000</u> Temporary or casual employees</p> <p>512-0125-5800-0000 Seasonal employees</p> <p><u>512-0125-6700-0000</u> Probationary employees</p> <p>512-0125-7000-0000 Apprentices</p> <p>512-0125-7200-0000 Employees legitimately absent from work (sick leave, vacation, etc.)</p> <p><u>512-0125-7500-0000</u> Supervisors</p> <p>512-0125-8000-0000 Relatives of supervisor</p> <p>512-0125-8400-0000 One-man unit</p> <p><u>512-0125-8700-0000</u> Relatives of employees</p> <p>512-0125-8900-0000 Managerial employee</p> <p>512-0125-9000-0000 Confidential employees</p> <p><u>512-0125-9800-0000</u> Applicants for employment</p> <p>512-0133 ISOLATED ACTS</p> <p>512-0142 DE MINIMIS VIOLATIONS</p> <p>512-0150 ACTS OR STATEMENTS NEUTRALIZING COERCIVE EFFECT OF PREJUDICIAL CONDUCT</p> <p><u>512-0150-5000-0000</u> Neutralizing effect not attained</p> <p>512-0167 ATTITUDE OR MOTIVE OF EMPLOYER</p> <p><u>512-0167-3300-0000</u> Neutral attitude</p> <p><u>512-0167-6700-0000</u> Antiunion attitude</p> <p><u>512-0167-8300-0000</u> Motive</p> <p>512-0183 INDIRECT INTERFERENCE</p> <p><u>512-0183-5000-0000</u> Employment reference</p> <p>512-5000 FORMS OF EMPLOYER CONDUCT</p> <p>512-5006 STATEMENTS BY EMPLOYER</p> <p><u>512-5006-0100-0000</u> Generally</p> <p><u>512-5006-1700-0000</u> Coercive character question of fact for Board</p> <p><u>512-5006-1701-0000</u> Generally</p> <p><u>512-5006-1733-0000</u> Inherently harmless statements may become coercive as part of course of conduct</p> <p><u>512-5006-1767-0000</u> Must be considered in connection with surrounding circumstances</p> <p><u>512-5006-3300-0000</u> Coercive effect of statements</p> <p><u>512-5006-5000-0000</u> Kinds of statements</p> <p><u>512-5006-5010-0000</u> Antiunion statements, generally</p>	<p><u>512-5006-5015-0000</u> That employer would refuse to bargain or to contract with union</p> <p><u>512-5006-5020-0000</u> Attacks upon union or officials, particular forms of</p> <p><u>512-5006-5020-3300</u> Disparagement generally</p> <p>512-5006-5020-6700 Characterization as</p> <p><u>512-5006-5020-6725</u> Criminals</p> <p>512-5006-5020-6733 Reds, radicals, Communists, fascists, or un-Americans</p> <p><u>512-5006-5020-6767</u> Corrupt</p> <p><u>512-5006-5022-0000</u> Complaints about employees' work</p> <p><u>512-5006-5025-0000</u> Disparagement of employees</p> <p><u>512-5006-5026-0000</u> Union supporter should quit</p> <p>512-5006-5027-0000 Union supporter should be segregated</p> <p><u>512-5006-5030-0000</u> Union adherence or other protected activity as employee disaffection or disloyalty toward employer</p> <p><u>512-5006-5031-0000</u> Employment reference</p> <p><u>512-5006-5032-0000</u> Recourse to union as disloyalty to employer</p> <p><u>512-5006-5033-0000</u> Opposition to enhancement of union status</p> <p><u>512-5006-5035-0000</u> Defeat or renunciation of U necessary before correction of employee grievances</p> <p><u>512-5006-5036-0000</u> Threatening to report employees to immigration authorities, IRS or other government agencies</p> <p><u>512-5006-5037-0000</u> Advising employee on procedure for revocation of authorization cards, withdrawal from or decertification of union</p> <p><u>512-5006-5038-0000</u> Telling employees to quit</p> <p>512-5006-5039-0000 Advising employees concerning cancellation of checkoff authorizations</p> <p><u>512-5006-5040-0000</u> Proposal of or statement of preference for inside union</p> <p>512-5006-5041-0000 Informing Ee that protected activity was reason for lack of progress in negotiations</p> <p>512-5006-5042-0000 Telling employees they would not be discharged for not joining union despite existence of union-security clause</p> <p>512-5006-5043-0000 Informing employee that nonunion involvement was reason for not being disciplined</p> <p><u>512-5006-5044-0000</u> Informing employee that protected activity was reason for denial of promotion or pay raise</p> <p><u>512-5006-5045-0000</u> Informing employee that protected activity was reason for discharge or suspension</p> <p><u>512-5006-5046-0000</u> Informing employees that wages or benefits could not be increased because of union campaign or objections</p> <p><u>512-5006-5047-0000</u> Informing employee or union that protected activity was reason for layoff</p> <p><u>512-5006-5048-0000</u> Informing employee that protected activity was reason for less favorable treatment</p>
---	--

<u>512-5006-5049-0000</u>	Informing employee that protected activity was reason for refusal to hire, reinstate, recall or reemploy	<u>512-5006-5092-0000</u>	Disclosure of card signers' or of card solicitors' identity to employer
<u>512-5006-5050-0000</u>	Misleading or distorted explanation of Act	<u>512-5006-5093-0000</u>	Employee's right to counsel
<u>512-5006-5051-0000</u>	Informing employees that protected activity was reason for transfer or denial of transfer	<u>512-5006-5095-0000</u>	Inhibiting utilization of grievance machinery
<u>512-5006-5052-0000</u>	Informing employee that protected activity was reason for warning	<u>512-5006-5096-0000</u>	Futile to seek Board's processes
<u>512-5006-5053-0000</u>	Futile or unnecessary to join or choose union	<u>512-5006-5099-0000</u>	Other
512-5006-5054-0000	Informing employees that concerted activities was reason for company rules	512-5006-6700-0000	Method employed in making statement
<u>512-5006-5055-0000</u>	Employees will have to bargain from scratch	<u>512-5006-6710-0000</u>	Using supervisor's office
<u>512-5006-5057-0000</u>	Informing employees that protected activity was reason for closing operation	<u>512-5006-6720-0000</u>	Using individuals as conduits
<u>512-5006-5058-0000</u>	Statements concerning bargaining position	<u>512-5006-6730-0000</u>	Bulletin board
<u>512-5006-5060-0000</u>	No benefits from, or need for, union	<u>512-5006-6733-0000</u>	Addressing assembled employees
<u>512-5006-5061-0000</u>	Informing Employee that protected activity was reasons for demotion and/or decrease in pay	512-5006-6750-0000	Separate paycheck representing amount of union dues if employees elected union
<u>512-5006-5062-0000</u>	Informing employees that protected activity was reason for cancellation of plant expansion plans	<u>512-5006-6767-0000</u>	Printed material and audio visual presentations
<u>512-5006-5063-0000</u>	Advantages to be gained from not having union	512-5006-6767-3300	Distribution of antiunion publication
512-5006-5064-0000	Informing employees that protected activity was reason for loss of seniority	512-5006-6767-6700	Communications media (radio, TV, newspapers)
<u>512-5006-5065-0000</u>	Detrimental results of unionization	<u>512-5006-6767-8300</u>	Movies, slides, e-mail, etc.
<u>512-5006-5067-0000</u>	Regarding strikes	<u>512-5006-6783-0000</u>	Conversation among supervisors
<u>512-5006-5070-0000</u>	Announcement of open-shop or non-union shop policy	<u>512-5006-8300-0000</u>	Noncoerce statements
<u>512-5006-5073-0000</u>	Informing employees that there would be reprisals if employees involved supervisor in their protected activities	<u>512-5006-8333-0000</u>	Absence of discrimination or threat rebuts coercion
<u>512-5006-5075-0000</u>	Removal of union insignia or other symbols of protest	<u>512-5006-8367-0000</u>	Noncoercive circumstances
<u>512-5006-5076-0000</u>	Informing employee that his position or category did not permit him to participate in union activities	<u>512-5006-8367-5000</u>	Threats made to nonemployees
<u>512-5006-5077-0000</u>	Informing employees that employer would not comply with bargaining agreement	512-5006-8367-7500	Threats made to confidential employee or employer representative
512-5006-5078-0000	Statement that employee was reinstated because he agreed to work against union	512-5009 CIVIL SUIT OR CRIMINAL COURT ACTION AGAINST EMPLOYEES OR EMPLOYERS, OR THREATS THEREOF	
<u>512-5006-5080-0000</u>	Statement of opposition to union or collective bargaining	<u>512-5009-0100-0000</u>	Generally
<u>512-5006-5085-0000</u>	Telling employees to give false information to union or Board	<u>512-5009-1500-0000</u>	Threat to sue or prosecute
<u>512-5006-5090-0000</u>	Preference for or opposition to one of competing unions or preference for another union	<u>512-5009-3300-0000</u>	Suit meritorious
<u>512-5006-5091-0000</u>	Membership in union required	<u>512-5009-6700-0000</u>	Suit non-meritorious and brought in retaliation for exercise of Section 7 rights
		<u>512-5009-6733-0000</u>	Lack of reasonable basis in fact and law
		<u>512-5009-6733-3300</u>	For Board determination only where no genuine material factual or legal issues
		<u>512-5009-6733-6700</u>	Deference to court resolution of genuine factual or legal issues
		<u>512-5009-6767-0000</u>	Retaliatory motive
		512-5012 COMPANY RULES PROHIBITING OR LIMITING UNION OR OTHER CONCERTED ACTIVITIES	
		<u>512-5012-0100-0000</u>	Generally
		<u>512-5012-0125-0000</u>	Rule unlawfully broad because can reasonably be read to also include protected activities
		<u>512-5012-0133-0000</u>	Balancing of interests required
		<u>512-5012-0133-1100</u>	Exercise of employees' rights under Act on company premises protected,

	even if that necessitates balancing of interests with property rights of employer	<u>512-5012-1725-6600</u>	Absence of similar rule elsewhere significant
<u>512-5012-0133-1600</u>	Rule may be justified by need to maintain security or legitimate business concerns	<u>512-5012-1725-7100</u>	Alternative means of communication
<u>512-5012-0133-2200</u>	Purpose of employer in establishing and applying rules and prohibitions controlling	512-5012-1725-7700	Ineffectiveness of prohibition immaterial
<u>512-5012-0133-2250</u>	Antiunion purpose renders rules and prohibitions illegal	<u>512-5012-1725-8800</u>	Invalidity presumed in absence of showing of necessity to maintain production, discipline, safety or prevent disruption of operations
<u>512-5012-0133-2275</u>	Application of prohibition not necessary to finding of violation	<u>512-5012-1737-0000</u>	Prohibiting solicitation during employee's own time on employer's premises
<u>512-5012-0133-3300</u>	Lack of reason for rule indicates invalidity	<u>512-5012-1737-0100</u>	Generally
<u>512-5012-0133-4400</u>	Reasonableness of rule for maintaining order and discipline legalizing factor	<u>512-5012-1737-0133</u>	Solicitation not equivalent to distribution
<u>512-5012-0133-4800</u>	Rule invalid for all purposes and not valid in part	512-5012-1737-0167	Greater latitude in solicitation which creates no litter problem
<u>512-5012-0133-5000</u>	Ambiguity in rule construed against promulgator	512-5012-1737-0170	Rule, not applicable to union or other protected solicitation, valid
<u>512-5012-0133-5500</u>	Presumptions may be used in determining validity of rule	<u>512-5012-1737-0183</u>	Presumptively invalid broad rule banning solicitation may be justified by special circumstances
<u>512-5012-0133-6600</u>	Substantial impairment of union's ability to reach employees may invalidate rule	<u>512-5012-1737-2000</u>	Solicitation on plant premises
<u>512-5012-0133-7700</u>	Union not entitled to use every possible means of communication	<u>512-5012-1737-2500</u>	Ineffectiveness of solicitation away from plant need not be shown
<u>512-5012-0133-8800</u>	Employee rights may be waived by contract	<u>512-5012-1737-2600</u>	Permission of employer required
<u>512-5012-0167-0000</u>	Validity of prohibition presumed where limited to working time	<u>512-5012-1737-3300</u>	Working areas
<u>512-5012-0175-0000</u>	Per se violation in application or dissemination of discriminatorily promulgated plant rule	<u>512-5012-1737-4000</u>	Working time
512-5012-1700-0000	Extension of prohibition against union activities to employees' own time on premises	<u>512-5012-1737-5000</u>	Working hours, work time or company time
<u>512-5012-1701-0000</u>	Generally	<u>512-5012-1737-6700</u>	Nonworking areas
<u>512-5012-1701-5000</u>	Employee access to premises	<u>512-5012-1737-6900</u>	Nonworking time
<u>512-5012-1725-0000</u>	Prohibition of distribution of literature during employees' own time on company premises	<u>512-5012-1737-7300</u>	Public Areas
<u>512-5012-1725-0100</u>	Generally	512-5012-1737-8000	Mass distribution of cards not solicitation
<u>512-5012-1725-0150</u>	Presumptively invalid broad rule banning distribution may be justified by special circumstances	<u>512-5012-1750-0000</u>	Rest periods not working time
<u>512-5012-1725-1100</u>	Plant premises	<u>512-5012-1775-0000</u>	Valid where necessary in interest of safety and efficiency
<u>512-5012-1725-1133</u>	Working areas	<u>512-5012-2500-0000</u>	Discriminatory promulgation of rule
<u>512-5012-1725-1167</u>	Nonworking area	<u>512-5012-3300-0000</u>	Limitation of prohibition to union activities
<u>512-5012-1725-1172</u>	Mixed use area	<u>512-5012-3317-0000</u>	Nonunion solicitation and distribution permitted
<u>512-5012-1725-1183</u>	Public Areas	<u>512-5012-3322-0000</u>	Use of bulletin board, e-mail, computers
<u>512-5012-1725-1191</u>	Existence of litter	512-5012-3333-0000	Use of meeting place discriminatorily denied union
<u>512-5012-1725-1700</u>	Working time	<u>512-5012-3367-0000</u>	Limited to prounion activities
<u>512-5012-1725-1900</u>	Mixed working and nonworking time	<u>512-5012-5000-0000</u>	Prohibition against union activities enforced discriminatorily
<u>512-5012-1725-2000</u>	Nonworking time	<u>512-5012-5001-0000</u>	Generally
<u>512-5012-1725-2200</u>	Parking lots	<u>512-5012-5017-0000</u>	Employer antiunion campaign not also limited
<u>512-5012-1725-3300</u>	Roadways	<u>512-5012-5033-0000</u>	Availability to union of other facilities or means immaterial
512-5012-1725-4400	Ineffectiveness of distribution away from plant need not be shown	512-5012-5039-0000	Advising employees concerning cancellation of check-off authorization
<u>512-5012-1725-5500</u>	Invalidity of rule where not necessary in interest of efficiency, discipline, or security (See also 5012-1725-8800)	<u>512-5012-5050-0000</u>	Discrimination between unions in permitting activity

512-5012-5067-0000	Effect of union's failure to request relaxation or rule	<u>512-5012-6787-6700</u>	May be prohibited if tendency to disrupt production or discipline
<u>512-5012-5083-0000</u>	Impairment of union's ability to reach employees may indicate discrimination	<u>512-5012-6787-8300</u>	Disparate treatment in display of insignia
<u>512-5012-5800-0000</u>	Bargaining agreement provisions limiting union activities	<u>512-5012-8300-0000</u>	Access to company property by nonemployee union agents, off-site employees, pickets, or contractor employees limited or denied
512-5012-6700-0000	Types of employee activities involved	<u>512-5012-8301-0000</u>	Generally
<u>512-5012-6706-0000</u>	Picketing	<u>512-5012-8301-5000</u>	Through other demands
512-5012-6706-5000	At other locations of employer's business	<u>512-5012-8320-0000</u>	Prohibition against picketing, distribution or solicitation
512-5012-6712-0000	Distribution of union literature (see also 512-5012-8300)	<u>512-5012-8320-2500</u>	Relative equality or nonequality of employer property rights and employee statutory rights
<u>512-5012-6712-0100</u>	Generally	<u>512-5012-8320-5000</u>	Adequacy of other channels of access
<u>512-5012-6712-3300</u>	By employees	<u>512-5012-8320-5001</u>	Generally
<u>512-5012-6712-5000</u>	By dischargee	512-5012-8320-5011	Availability of employee identification
<u>512-5012-6712-6700</u>	By nonemployee organizer	<u>512-5012-8320-5022</u>	Distribution and/or solicitation of employees or customers as they enter or leave employer's premises
<u>512-5012-6712-8400</u>	Off-site employees	512-5012-8320-5025	Canvassing area nearby plant
<u>512-5012-6718-0000</u>	Talking about union activities	<u>512-5012-8320-5033</u>	Mail communication, computers and E-mail
512-5012-6720-0000	Speeches	512-5012-8320-5044	Proximity of employees' residences to plant
<u>512-5012-6722-0000</u>	Making statements disparaging employer, employer representatives, or employer's business	<u>512-5012-8320-5055</u>	Various publicity media
512-5012-6725-0000	Displaying strike date notices on company time and premises	512-5012-8320-5066	Telephone or home visits
512-5012-6728-0000	Inclusion of union notices in employer's publication	<u>512-5012-8320-5077</u>	In-plant solicitation
<u>512-5012-6729-0000</u>	Posting notices on bulletin boards or other company property	512-5012-8320-5088	Organizational group meetings
<u>512-5012-6730-0000</u>	Use of social media	<u>512-5012-8340-0000</u>	Must be granted under reasonable regulations where necessary to realization of employees' rights
<u>512-5012-6735-0000</u>	Prohibition of solicitation and/or distribution of literature during employees' own time on company premises	<u>512-5012-8360-0000</u>	Prohibition unlawful where special circumstances of inaccessibility present
512-5012-6736-0000	Distribution of literature pertaining to minimum wage law	512-5012-8360-1200	Mining camp
<u>512-5012-6737-0000</u>	Dissemination of information as to names, addresses, wages and phone numbers of employees	512-5012-8360-2500	Lumber camps
<u>512-5012-6738-0000</u>	Distribution of literature pertaining to selection or rejection of union	512-5012-8360-3700	Private resorts
512-5012-6738-5000	In pay envelopes	512-5012-8360-5000	On board ship
512-5012-6739-0000	Distribution of literature pertaining to right-to-work laws	512-5012-8360-6200	Industrial parks
<u>512-5012-6750-0000</u>	Presentation or filing of grievances	512-5012-8360-7500	Company town facilities
<u>512-5012-6756-0000</u>	Organizing or engaging in any form of protest against working conditions	<u>512-5012-8360-8500</u>	Shopping center or mall
512-5012-6759-0000	Making collection for benefit of striking fellow employees	<u>512-5012-8360-8700</u>	Petroleum exploration sites
512-5012-6760-0000	Campaigning for union office	512-5012-8380-0000	Picketing, solicitation, distribution, or display of union insignia in public areas
<u>512-5012-6762-0000</u>	Meetings or discussions of employees	512-5012-8380-2500	Interior of office buildings
<u>512-5012-6769-0000</u>	Leaving work without permission	<u>512-5012-8380-3300</u>	Department stores
<u>512-5012-6772-0000</u>	Presence on premises before or after work	<u>512-5012-8380-5000</u>	Health care facilities
<u>512-5012-6775-0000</u>	Membership solicitation	<u>512-5012-8380-6700</u>	Supermarkets
<u>512-5012-6781-0000</u>	Opposition to incumbent union	<u>512-5012-8380-8300</u>	Restaurants - motels
<u>512-5012-6787-0000</u>	Wearing or otherwise displaying union insignia or signs	<u>512-5012-8380-8700</u>	Shopping center or mall
<u>512-5012-6787-3300</u>	May not be prohibited absent special circumstances	512-5012-8380-9100	Campuses
		<u>512-5012-8700-0000</u>	Access to plant while off-duty
		512-5012-9100-0000	Access of former, suspended, or laid-off employees to employer's property denied or limited
		512-5012-9200-0000	Access of striking employees to employer's property denied or limited
		<u>512-5012-9300-0000</u>	Other rules

512-5018 PERMISSION TO USE COMPANY TIME AND PREMISES OR FACILITIES

512-5018-0100-0000 Generally
512-5018-0150-0000 Permission to use violation per se
512-5018-1700-0000 Discrimination between unions in permitting use
512-5018-2500-0000 Use by employee group
512-5018-3300-0000 Discriminatory denial of use
512-5018-5000-0000 Leaving plant during working hours

512-5018-6700-0000 Solicitation, collection, circulation, etc., on company time and premises
512-5018-7500-0000 Election
512-5018-8300-0000 Wages not deducted for time spent by employees

512-5024 SURVEILLANCE

512-5024-0100-0000 Generally
512-5024-0150-0000 Coercive per se
512-5024-0800-0000 Demanding surrender of membership cards solicited by employee
512-5024-1200-0000 Confiscating union cards
512-5024-1600-0000 Following employees or organizers

512-5024-2000-0000 Searching employees, their work stations or lockers
512-5024-2500-0000 Urging employees to inform
512-5024-2900-0000 Solicitation of cards by means of decoy

512-5024-3300-0000 Photographing employees
512-5024-3500-0000 Televising or videotaping employees

512-5024-3700-0000 Creating impression of surveillance
512-5024-3900-0000 Surveillance of union and nonunion organizers
512-5024-4100-0000 Surveillance of union

handbilling or picketing
512-5024-4133-0000 Photographing
512-5024-4150-0000 Note taking
512-5024-4167-0000 Observation by supervisors
512-5024-4500-0000 Employee espionage
512-5024-5000-0000 Professional espionage
512-5024-5050-0000 Agency employed ("Industrial Espionage")

512-5024-5300-0000 Monitoring employees
512-5024-5400-0000 Surveillance of employees at work

512-5024-5500-0000 Surveillance of employees being interviewed by agent of Board or of other government agency
512-5024-5600-0000 Surveillance of supervisors at work
512-5024-5700-0000 Surveillance of employees in break area

512-5024-5800-0000 Supervisors instructed to observe and report union activity or membership
512-5024-6000-0000 Attendance at union meeting
512-5024-6300-0000 Surveillance away from work
512-5024-6600-0000 Observation or ascertainment

of employees' meeting or place of meetings

512-5024-6700-0000 Observation or ascertainment of solicitation away from employer's premises

512-5024-7100-0000 Observation of employees meeting with union representatives

512-5024-7300-0000 Compiling lists of union activists and sympathizers

512-5024-7500-0000 Warning employees that union activities were being spied on

512-5024-7900-0000 Telephone bugging

512-5024-8300-0000 Tape recording or listening device

512-5024-9900-0000 Other

512-5030 INTERROGATION CONCERNING UNION ATTITUDE, MEMBERSHIP, OR ACTIVITIES (See also 512- 5048)

512-5030-0100-0000 Generally
512-5030-0125-0000 Coercive circumstances

512-5030-0150-0000 Coercive in light of other unfair labor practice

512-5030-0175-0000 Not coercive per se

512-5030-2000-0000 Questioning of applicants for employment

512-5030-2033-0000 Instructing supervisor to question applicants

512-5030-2050-0000 Questioning applicants as to their union membership, adherence, or activities

512-5030-2067-0000 Use of employment blanks requesting information as to union affiliation and activity

512-5030-3000-0000 Questioning relatives of employees

512-5030-4000-0000 Questioning of employees

512-5030-4005-0000 Instructing supervisors to question employees

512-5030-4010-0000 Concerning employees' opinion of supervisor

512-5030-4015-0000 Concerning employee's opinion of union or of its actions

512-5030-4020-0000 Concerning own union membership adherence or activities

512-5030-4030-0000 Solicitation of grievances

512-5030-4040-0000 Concerning union

membership, adherence or activities of others

512-5030-4050-0000 Concerning contractual union wage or benefits

512-5030-4060-0000 Concerning union meetings

512-5030-4070-0000 Concerning employee group meetings

512-5030-4080-0000 Concerning other union activities

512-5030-4080-5000 Whether employees will strike or cross picket line in event of strike

512-5030-4080-5010 Not coercive "per se"

512-5030-4080-5020 Accompanied by threats, promises or other coercive conduct

512-5030-4090-0000 Concerning protected activities

512-5030-5000-0000 Questioning of former employees

512-5030-6000-0000 Verification of union representation status claims

<u>512-5030-7000-0000</u>	Interrogation concerning employee or others involvement in Board's processes	<u>512-5036-5000-0000</u>	Employer's knowledge of protected activity
<u>512-5030-8000-0000</u>	Permissible to elicit information necessary in preparation of trial or hearing	<u>512-5036-6700-0000</u>	Forms of changes in conditions of employment
<u>512-5030-8001-0000</u>	Generally	<u>512-5036-6704-0000</u>	Wage or bonus withheld
<u>512-5030-8025-0000</u>	Employees must be apprised of purpose	<u>512-5036-6706-0000</u>	Changes in reprimand system
<u>512-5030-8050-0000</u>	Need for disclosure must be balanced against risk of coercion	<u>512-5036-6708-0000</u>	Denial of promotion
<u>512-5030-8075-0000</u>	Sufficient probative value of information must be shown	<u>512-5036-6709-0000</u>	Reduction in wages or sales commissions
<u>512-5030-8080-0000</u>	Advice that employees' participation is voluntary	<u>512-5036-6710-0000</u>	Reduction or withdrawal of benefits
<u>512-5030-8090-0000</u>	Assurances against reprisal	<u>512-5036-6711-0000</u>	Wage review
<u>512-5033</u> HARASSMENT OF UNION ADHERENTS OR OTHER EMPLOYEES		<u>512-5036-6712-0000</u>	Denial of wage increase
<u>512-5033-0100-0000</u>	Generally	<u>512-5036-6713-0000</u>	Withholding of expected wage increase or benefit
<u>512-5033-3300-0000</u>	By employees	<u>512-5036-6714-0000</u>	Issuance of, or change in, absenteeism rule
<u>512-5033-5000-0000</u>	By supervisors	<u>512-5036-6715-0000</u>	Change in policy regarding observance of hours of work
<u>512-5033-6700-0000</u>	Harassment by employees where employer accountable	<u>512-5036-6716-0000</u>	Denial of leave
<u>512-5033-7500-0000</u>	By employer's officer	<u>512-5036-6717-0000</u>	Deduction of union dues, fees or assessments
<u>512-5033-8300-0000</u>	By employer	<u>512-5036-6718-0000</u>	Discipline or warnings thereof
<u>512-5036</u> CHANGES IN CONDITIONS OF EMPLOYMENT OR THREATS THEREOF		<u>512-5036-6719-0000</u>	Restricting employee movement in plant
<u>512-5036-0100-0000</u>	Generally	<u>512-5036-6720-0000</u>	Discharge
<u>512-5036-0117-0000</u>	Violation where action motivated in part by protected activity	<u>512-5036-6720-0100</u>	Generally
<u>512-5036-0117-0100</u>	Generally	<u>512-5036-6720-0150</u>	What constitutes discharge
<u>512-5036-0117-3333</u>	General Counsel has burden to establish "prima facie" case	<u>512-5036-6720-2000</u>	Pretext
<u>512-5036-0117-6667</u>	Employer has burden to establish that disciplinary action would have occurred irrespective of protected activity	<u>512-5036-6720-2500</u>	For refusal to cross picket line at another employer's premises
<u>512-5036-0133-0000</u>	Discrimination may be 8(a)(1) although 8(a)(3) not found	<u>512-5036-6720-2600</u>	For refusal to do "struck" work
<u>512-5036-0167-0000</u>	Discrimination subsequently remedied by employer nevertheless constitutes 8(a)(1)	<u>512-5036-6720-3700</u>	For refusal to cross primary picket line at own employer's premises
<u>512-5036-0175-0000</u>	Employer's normal exercise of judgment in managing employees must be recognized	<u>512-5036-6720-4300</u>	Constructive discharge
<u>512-5036-0800-0000</u>	Timing	<u>512-5036-6720-4500</u>	Managerial employee
<u>512-5036-0812-0000</u>	During pendency of Board proceeding	<u>512-5036-6720-5000</u>	Strikers
<u>512-5036-0820-0000</u>	Before petition filed	<u>512-5036-6720-5600</u>	For engaging in intermittent, recurrent, partial, or brief strike
<u>512-5036-0825-0000</u>	During critical pre-election period	<u>512-5036-6720-5800</u>	For supervisor's engaging in union or protected activity
<u>512-5036-0850-0000</u>	After election while challenges or objections are pending	<u>512-5036-6720-5900</u>	Of supervisor as integral part of conduct aimed at discouraging exercise of Sec. 7 rights
<u>512-5036-0875-0000</u>	After election before expiration of time for filing objections	<u>512-5036-6720-6300</u>	Of supervisor if discharge directly interferes with employees' Section 7 rights
<u>512-5036-0890-0000</u>	After certification of election	<u>512-5036-6720-6700</u>	For supervisor's refusal to engage in illegal activities
<u>512-5036-1700-0000</u>	Concessions limited to employees outside bargaining unit	<u>512-5036-6720-6800</u>	Of supervisor held responsible for employees' selection of union
<u>512-5036-2500-0000</u>	Concessions granted to all employees	<u>512-5036-6720-6900</u>	Of supervisor for protesting employer's unfair labor practices against employees
<u>512-5036-3300-0000</u>	Employer's knowledge of concerted nature of activity	<u>512-5036-6720-7000</u>	Mass discharge
<u>512-5036-3311-0000</u>	Wage review	<u>512-5036-6720-7200</u>	Of supervisor for participating in Board or grievance proceeding
		<u>512-5036-6720-7300</u>	Protesting unsafe or adverse working conditions
		<u>512-5036-6720-7400</u>	For failure to meet changed job requirements

<u>512-5036-6720-7500</u>	For engaging in protected activity	<u>512-5036-6767-0000</u>	Change of pay day or hour
512-5036-6720-7700	For voting in board conducted election	<u>512-5036-6768-0000</u>	Savings and stock ownership plans
512-5036-6720-8300	Pursuant to union-security clause	<u>512-5036-6770-0000</u>	Closure of department, facility or business
<u>512-5036-6720-9000</u>	Preventing employees from engaging in protected activity	<u>512-5036-6771-0000</u>	Denial of severance pay
<u>512-5036-6721-0000</u>	Initiation of new record-keeping procedures	<u>512-5036-6772-0000</u>	Alteration of work assignments; withdrawal of, etc.
512-5036-6723-0000	Requiring Ees to present identification in order to obtain paychecks	512-5036-6773-0000	Denial of retirement benefits
512-5036-6724-0000	Food or merchandise policy to employees	<u>512-5036-6774-0000</u>	Change in method of compensation
<u>512-5036-6725-0000</u>	Downgrading or demotion	512-5036-6775-0000	Subcontracting
<u>512-5036-6726-0000</u>	Evaluation of work	512-5036-6776-0000	Institution of mandatory overtime
512-5036-6727-0000	Denial of holiday pay	<u>512-5036-6777-0000</u>	Suspension
<u>512-5036-6728-0000</u>	Denial of sick pay or change in sick leave policy	512-5036-6778-0000	Instituting job classification system
<u>512-5036-6729-0000</u>	Eviction from company houses	<u>512-5036-6779-0000</u>	Transfer of work elsewhere
<u>512-5036-6731-0000</u>	Handling of grievances	512-5036-6780-0000	Unemployment compensation pay or leave
<u>512-5036-6733-0000</u>	Illegal conditions on reinstatement	<u>512-5036-6781-0000</u>	Loss of overtime work or pay
<u>512-5036-6733-3300</u>	Of strikers	<u>512-5036-6782-0000</u>	Rescheduling of hours
<u>512-5036-6733-6700</u>	Of other employees	<u>512-5036-6783-0000</u>	Workload increased
<u>512-5036-6735-0000</u>	Prohibiting solicitation and/or distribution of literature during employees own time on employer's premises	<u>512-5036-6784-0000</u>	Change in vacation policy
512-5036-6736-0000	Eliminate bidding on jobs	<u>512-5036-6785-0000</u>	Transfer to another job, shift or plant
<u>512-5036-6737-0000</u>	Layoff	<u>512-5036-6786-0000</u>	Withholding vacation pay
<u>512-5036-6739-0000</u>	Loss of seniority	<u>512-5036-6787-0000</u>	Use of blacklists
<u>512-5036-6740-0000</u>	Rescheduling nonwork time	<u>512-5036-6788-0000</u>	Denial of paid vacation
<u>512-5036-6741-0000</u>	Less favorable treatment	<u>512-5036-6789-0000</u>	Reduction in work or hours
<u>512-5036-6743-0000</u>	Harsher working conditions or rules	<u>512-5036-6790-0000</u>	Denial of or change in insurance coverage
<u>512-5036-6744-0000</u>	Closer supervision	<u>512-5036-6791-0000</u>	Discrimination against supervisors
<u>512-5036-6745-0000</u>	Lockouts	512-5036-6792-0000	Requiring sick leave authorization
512-5036-6746-0000	Expulsion from plant	<u>512-5036-6793-0000</u>	Change in work rules
<u>512-5036-6747-0000</u>	Installation of monitoring equipment	512-5036-6794-0000	Requiring participation in training program
<u>512-5036-6749-0000</u>	Installation of time clock	<u>512-5036-6795-0000</u>	Medical, hospitalization and related benefits
<u>512-5036-6750-0000</u>	Withdraw, deny or delay privileges	512-5036-6796-0000	Loans; change in loan policy
<u>512-5036-6751-0000</u>	"Open door" or "direct dealing" policy	<u>512-5036-6797-0000</u>	Changing terms of repayment of money owed employer
<u>512-5036-6752-0000</u>	Relocating duty station	<u>512-5036-6798-0000</u>	Change in nonwork time practices including meal or break period
<u>512-5036-6753-0000</u>	Dress code	<u>512-5036-6799-0000</u>	Other
<u>512-5036-6754-0000</u>	Refusal to employ or reemploy	<u>512-5036-7500-0000</u>	Affirmative defenses to charges of changes in conditions of employment
<u>512-5036-6756-0000</u>	Replacement of strikers	<u>512-5036-7525-0000</u>	Business management considerations
512-5036-6757-0000	Replacement of employees for refusal to cross picket line at employer's or another employer's premises	<u>512-5036-7550-0000</u>	Good-faith belief that employee misconduct justified change
<u>512-5036-6758-0000</u>	Removal of plant	<u>512-5036-7550-3300</u>	May be defense
<u>512-5036-6759-0000</u>	Refusal to recall laid off employees	<u>512-5036-7550-5000</u>	No defense if activity protected
<u>512-5036-6761-0000</u>	Refusal to reinstate employees other than strikers	<u>512-5036-7550-6700</u>	No defense if conduct did not in fact occur
<u>512-5036-6762-0000</u>	Refusal to reinstate strikers	512-5036-8300-0000	Threats of changes in conditions of employment
<u>512-5036-6763-0000</u>	Isolating employees	<u>512-5036-8301-0000</u>	Generally
<u>512-5036-6764-0000</u>	Refusal to place strikers on preferential hiring list	<u>512-5036-8302-0000</u>	Nonspecific threat of reprisal
512-5036-6766-0000	Sale of business		

<u>512-5036-8303-0000</u>	Discipline or warnings thereof	<u>512-5036-8353-0000</u>	Change in method of compensation
<u>512-5036-8304-0000</u>	Abolishing striker's jobs	<u>512-5036-8354-0000</u>	Reduction in work or in number of employees on job
<u>512-5036-8305-0000</u>	Withdraw recognition or contract proposal or abrogate bargaining agreement	<u>512-5036-8355-0000</u>	Issuing warnings
<u>512-5036-8306-0000</u>	Reporting employees to authorities	<u>512-5036-8357-0000</u>	Stricter enforcement of rules
<u>512-5036-8307-0000</u>	Restricting employee movement in plant	<u>512-5036-8358-0000</u>	Refusal to reinstate strikers
<u>512-5036-8308-0000</u>	Blacklist	<u>512-5036-8359-0000</u>	Refusal to recall laid off employees
<u>512-5036-8309-0000</u>	Change of pay date	<u>512-5036-8360-0000</u>	Installation of time clocks
<u>512-5036-8310-0000</u>	Denial of reemployment or reinstatement	<u>512-5036-8362-0000</u>	Rent increase on company houses
<u>512-5036-8311-0000</u>	Suspension	<u>512-5036-8363-0000</u>	Isolating employees
<u>512-5036-8312-0000</u>	Discharge or layoff	<u>512-5036-8366-0000</u>	Removal of plant to new location
<u>512-5036-8312-5000</u>	Directed at supervisors	<u>512-5036-8368-0000</u>	Reorganization of method of doing business
<u>512-5036-8313-0000</u>	Change in selection-for-layoff procedure	<u>512-5036-8370-0000</u>	Replacement of strikers
<u>512-5036-8314-0000</u>	Issuance of, or change in, absenteeism rule	<u>512-5036-8370-5000</u>	Prior to strike
<u>512-5036-8315-0000</u>	File for bankruptcy	<u>512-5036-8372-0000</u>	Alteration of work assignments; withdrawal of, addition to, etc.
<u>512-5036-8316-0000</u>	Eviction from company houses	<u>512-5036-8373-0000</u>	Operation of business on non-union basis
<u>512-5036-8317-0000</u>	Change in meal and/or other break period practices	<u>512-5036-8375-0000</u>	Sale of business
<u>512-5036-8318-0000</u>	Handling of grievances	<u>512-5036-8379-0000</u>	Shutdown or liquidation of business
<u>512-5036-8319-0000</u>	Dress code	<u>512-5036-8380-0000</u>	Closure of department, facility, etc.
<u>512-5036-8320-0000</u>	Increase in production	<u>512-5036-8381-0000</u>	Transfer to another job, shift or plant
<u>512-5036-8321-0000</u>	Loans	<u>512-5036-8383-0000</u>	Transfer to less desirable job
<u>512-5036-8322-0000</u>	Less favorable treatment	<u>512-5036-8384-0000</u>	Subcontracting
<u>512-5036-8323-0000</u>	Unavailability of full time work	<u>512-5036-8385-0000</u>	Savings and stock ownership plan
<u>512-5036-8325-0000</u>	Lockout	<u>512-5036-8387-0000</u>	Transfer of work elsewhere
<u>512-5036-8327-0000</u>	Loss of opportunities for advancement	<u>512-5036-8389-0000</u>	Discontinuation of plans for plant expansion
<u>512-5036-8328-0000</u>	Oppose employee's unemployment compensation claim	<u>512-5036-8391-0000</u>	Implied or veiled threats
<u>512-5036-8329-0000</u>	Loss of benefits	<u>512-5036-8395-0000</u>	Limitation on or withholding of bonus or pay raise
<u>512-5036-8333-0000</u>	Overtime work, loss of; consequences for refusing to perform	<u>512-5036-8399-0000</u>	Other
<u>512-5036-8334-0000</u>	Loss of jobs	512-5042 FORMS OF BENEFITS IN CONDITIONS OF EMPLOYMENT, OR PROMISES THEREOF	
<u>512-5036-8335-0000</u>	Harsher working conditions	<u>512-5042-0100-0000</u>	Generally
<u>512-5036-8336-0000</u>	Rescheduling nonwork time	<u>512-5042-0116-0000</u>	Coercive impact of benefits to dissuade employees from unionization
<u>512-5036-8337-0000</u>	Loss of seniority	<u>512-5042-0133-0000</u>	Timing
<u>512-5036-8338-0000</u>	Working hours	<u>512-5042-0133-1100</u>	During union organizing period
<u>512-5036-8339-0000</u>	Loss of access to management	<u>512-5042-0133-1300</u>	During critical preelection period
<u>512-5036-8341-0000</u>	Withdrawal of privileges	<u>512-5042-0133-2500</u>	After election while objections or challenges are pending
<u>512-5036-8342-0000</u>	Downgrading, or demotion	<u>512-5042-0133-3700</u>	After election before expiration of time for filing objections
<u>512-5036-8343-0000</u>	Denial of vacation benefits or change in policy	<u>512-5042-0133-5000</u>	Formulated prior to union's request for recognition
<u>512-5036-8344-0000</u>	Closer supervision	<u>512-5042-0133-7500</u>	Formulated after union's request for recognition
<u>512-5036-8345-0000</u>	Withholding of promotion	<u>512-5042-0133-8000</u>	Prior to decertification election
<u>512-5036-8346-0000</u>	Eliminate bidding on jobs	<u>512-5042-0133-8700</u>	During renegotiation of contracts
<u>512-5036-8347-0000</u>	Loss of profit sharing		
<u>512-5036-8348-0000</u>	No or smaller wage increase		
<u>512-5036-8349-0000</u>	Financial loss		
<u>512-5036-8350-0000</u>	Reduction in pay		
<u>512-5036-8351-0000</u>	Withdrawal of wage incentive plan		
<u>512-5036-8352-0000</u>	Withdrawal of guaranteed wage plan		

<u>512-5042-0133-9000</u>	After certification of election	<u>512-5042-3399-0000</u>	Miscellaneous benefits
<u>512-5042-0167-0000</u>	Practice of similar changes	<u>512-5042-6700-0000</u>	Promises or offers of benefits
<u>512-5042-0175-0000</u>	Announcement or grant of	<u>512-5042-6701-0000</u>	Generally
	benefits	<u>512-5042-6702-0000</u>	Nonspecific promise of
<u>512-5042-0183-0000</u>	Solicitation of grievances		benefit
	implies promise of benefits by correction	<u>512-5042-6703-0000</u>	Implied promises
<u>512-5042-3300-0000</u>	Forms of benefits	<u>512-5042-6705-0000</u>	Setting initial terms of
<u>512-5042-3303-0000</u>	Tuition payment		employment
<u>512-5042-3305-0000</u>	Commissions	<u>512-5042-6708-0000</u>	Equal opportunity for racial
<u>512-5042-3310-0000</u>	Paid holiday or other holiday		minorities
	arrangements	<u>512-5042-6710-0000</u>	Improved working conditions
<u>512-5042-3315-0000</u>	Reduction of workweek	<u>512-5042-6712-0000</u>	Training employees for better
<u>512-5042-3319-0000</u>	Employee handbook		job
<u>512-5042-3320-0000</u>	Insurance; e.g., medical plan	<u>512-5042-6715-0000</u>	Promotion
<u>512-5042-3325-0000</u>	Subsistence allowance	<u>512-5042-6720-0000</u>	Job protection
<u>512-5042-3330-0000</u>	Retirement or pension plan	<u>512-5042-6722-0000</u>	Superseniority
	benefits	<u>512-5042-6723-0000</u>	Protection from immigration
<u>512-5042-3335-0000</u>	Improvement of plant facility		authorities
<u>512-5042-3340-0000</u>	Promotion	<u>512-5042-6725-0000</u>	Change in workweek
<u>512-5042-3345-0000</u>	Coffee break	<u>512-5042-6730-0000</u>	Retention of union-negotiated
<u>512-5042-3346-0000</u>	Free or reduced cost meals		conditions of employment
<u>512-5042-3350-0000</u>	Bonus	<u>512-5042-6732-0000</u>	Implementation of contract
<u>512-5042-3353-0000</u>	Achievement awards,		negotiated elsewhere
	production incentive systems, etc.	<u>512-5042-6735-0000</u>	Transfer
<u>512-5042-3355-0000</u>	Establishment of credit union	<u>512-5042-6739-0000</u>	Credit union
<u>512-5042-3360-0000</u>	Profit sharing plan	<u>512-5042-6740-0000</u>	Profit-sharing plan
<u>512-5042-3362-0000</u>	Expenses	<u>512-5042-6742-0000</u>	Premium pay plan
<u>512-5042-3365-0000</u>	Leave; sick,	<u>512-5042-6745-0000</u>	Pension plan
	maternity/paternity, funeral, etc.	<u>512-5042-6750-0000</u>	Insurance benefits
<u>512-5042-3368-0000</u>	Loans	<u>512-5042-6755-0000</u>	Overtime
<u>512-5042-3369-0000</u>	Change in meal and/or other	<u>512-5042-6758-0000</u>	Work-related equipment and
	break period practices		clothing
<u>512-5042-3370-0000</u>	Increased holiday and	<u>512-5042-6760-0000</u>	Restoration of overtime or
	vacation benefits		premium pay
<u>512-5042-3373-0000</u>	Work-related equipment and	<u>512-5042-6762-0000</u>	Expenses
	clothing	<u>512-5042-6765-0000</u>	Party
<u>512-5042-3375-0000</u>	Elimination of adverse	<u>512-5042-6768-0000</u>	Free meals
	working conditions	<u>512-5042-6770-0000</u>	Retirement fund
<u>512-5042-3376-0000</u>	Superseniority and/or other	<u>512-5042-6772-0000</u>	Leave of absence
	benefits for being union official or steward	<u>512-5042-6773-0000</u>	Privileges
<u>512-5042-3378-0000</u>	Elimination of unpopular	<u>512-5042-6775-0000</u>	Bonus
	practices	<u>512-5042-6778-0000</u>	Achievement awards,
<u>512-5042-3379-0000</u>	Redress of grievances or		production incentive systems, etc.
	complaints; access to management in	<u>512-5042-6779-0000</u>	Tuition payment
	connection therewith	<u>512-5042-6780-0000</u>	Wage increase or other action
<u>512-5042-3380-0000</u>	Wage increase		regarding wages
<u>512-5042-3381-0000</u>	Payment in lieu of wage	<u>512-5042-6782-0000</u>	Guaranteed wage plan
	increase	<u>512-5042-6783-0000</u>	Severance pay
<u>512-5042-3382-0000</u>	Guaranteed wage plan	<u>512-5042-6784-0000</u>	Sick leave pay
<u>512-5042-3383-0000</u>	Change in pay period or	<u>512-5042-6785-0000</u>	Loans
	receipt of pay	<u>512-5042-6786-0000</u>	Plan to avoid layoffs
<u>512-5042-3385-0000</u>	Cessation of checkoff of	<u>512-5042-6787-0000</u>	Paid holiday
	union dues	<u>512-5042-6788-0000</u>	Vacations
<u>512-5042-3387-0000</u>	Payment for time as election	<u>512-5042-6790-0000</u>	Employee veto power over
	observer or voter		discharges
<u>512-5042-3388-0000</u>	More favorable working	<u>512-5042-6792-0000</u>	Resolution of employee
	hours		friction with supervisor
<u>512-5042-3390-0000</u>	Increase in working hours	<u>512-5042-6793-0000</u>	Expunge disciplinary notices
<u>512-5042-3391-0000</u>	Job postings		from employee's personnel record
<u>512-5042-3393-0000</u>	Cessation of use of time	<u>512-5042-6795-0000</u>	Plant improvements
	clock	<u>512-5042-6797-0000</u>	Offering employee sale of
<u>512-5042-3394-0000</u>	Parties, etc		stock or other interest in business
<u>512-5042-3395-0000</u>	Restoration of overtime	<u>512-5042-6798-0000</u>	Redress of grievances or
<u>512-5042-3397-0000</u>	Overtime payments		complaints

512-5042-6799-0000 Other promises
512-5042-8300-0000 Offer to pay union's fine, dues or initiation fees
512-5042-8500-0000 Offer of money
512-5045 EMPLOYER-SPONSORED MEETINGS WITH EMPLOYEES
512-5048 EMPLOYER-SPONSORED POLLS, ELECTIONS, ETC.
512-5048-0100-0000 Generally
512-5048-0120-0000 Not cured by employer's statement that employees have free choice
512-5048-0140-0000 Not unlawful per se
512-5048-0160-0000 Safeguards for polls to ascertain majority in respect to request to recognize
512-5048-0160-0100 Generally
512-5048-0160-1700 Purpose to determine truth of union's claim of majority
512-5048-0160-1800 Purpose to solicit grievances about working conditions
512-5048-0160-3300 Purpose communicated to employees
512-5048-0160-5000 Assurances against reprisal given
512-5048-0160-6700 Poll by secret ballot
512-5048-0160-7500 Advance notice furnished union
512-5048-0160-8300 Employer has not engaged in ULP's or otherwise created coercive atmosphere
512-5048-0180-0000 Unlawful in light of other circumstances
512-5048-3300-0000 Method employed
512-5048-3320-0000 Elections
512-5048-3340-0000 Petitions, cards, etc., offered to employees which will indicate their union sentiments
512-5048-3350-0000 Contest
512-5048-3360-0000 Polling or surveying employees
512-5048-3380-0000 Strike poll
512-5048-5000-0000 Objective basis for doubting union's majority
512-5048-6700-0000 Responsibility of employer shown by
512-5048-6720-0000 Preparation or furnishing of forms or equipment by employer
512-5048-6740-0000 Supervisors' participation in distribution or collection
512-5048-6760-0000 Supervisory pressure to sign or vote
512-5048-6780-0000 Timing of employer canvass
512-5048-6780-1300 During organization campaign
512-5048-6780-2500 After bargaining request received
512-5048-6780-3700 After election while objections or challenges are pending
512-5048-6780-5000 After union rejection of proposal voted on
512-5048-6780-7500 After union vote on same question
512-5049 ACTIONS BASED UPON SEX CONSIDERATIONS

512-5049-0100-0000 Generally
512-5049-5000-0000 Acquiescence in union's refusal to refer
512-5051 ACTIONS BASED UPON RACIAL OR OTHER MINORITY GROUP CONSIDERATIONS
512-5051-0100-0000 Generally
512-5051-0150-0000 Effect of affirmative antidiscrimination
512-5051-3300-0000 Indicia of discriminatory actions
512-5051-6700-0000 Forms of actions
512-5051-6717-0000 Transfer to another job
512-5051-6733-0000 Promotion
512-5051-6750-0000 Denial of retirement benefits
512-5051-6767-0000 Denial of overtime
512-5051-6783-0000 Vacation benefits
512-5054 AVOIDANCE OR ABANDONMENT OF RESORT TO ACT URGED OR REQUIRED BY EMPLOYER
512-5054-0600-0000 Conditioning benefits or discipline on employees not appealing to government agencies
512-5054-1200-0000 Conditioning benefits or discipline on employees not filing grievances
512-5054-1300-0000 Conditioning reinstatement on employee's not presenting grievances
512-5054-2500-0000 Conditioning bargaining on withdrawal of charges
512-5054-3700-0000 Conditioning benefits on withdrawal of charges
512-5054-4300-0000 Conditioning employment on refraining from attempting to enforce contract
512-5054-4700-0000 Conditioning employment on informing about union activities
512-5054-5000-0000 Conditioning employment on promise not to cross picket line
512-5054-6000-0000 Conditioning bargaining on employees crossing picket line
512-5054-6300-0000 Conditioning continued employment on refraining from engaging in union activities
512-5054-6500-0000 Conditioning employment on promise not to engage in protected activities
512-5054-7500-0000 Conditioning employment on withdrawal of charges
512-5054-8100-0000 Threatening to inform on employee unless unfair labor practice charges withdrawn
512-5054-8700-0000 Threatening civil suit unless unfair labor practice charges withdrawn
512-5060 AVOIDANCE OR REPUDIATION OF UNION URGED OR REQUIRED BY EMPLOYER
512-5060-0100-0000 Generally
512-5060-0800-0000 Inducing abandonment of strike
512-5060-1000-0000 Inducing abandonment of union by lockout
512-5060-1600-0000 Abandonment of incumbent union for membership in rival union, or vice versa
512-5060-2000-0000 Abandonment of outside union

<u>512-5060-2500-0000</u>	Assistance in effecting resignation	<u>512-5066-4200-0000</u>	Dealing with minority unions
<u>512-5060-3300-0000</u>	Inducing abandonment of union by granting benefits or making concessions	<u>512-5066-5600-0000</u>	Direct appeal to strikers
<u>512-5060-3350-0000</u>	Offer of concessions	<u>512-5066-6300-0000</u>	Denying plant access to union
512-5060-3350-5000	Where initiative is employee's	<u>512-5066-6700-0000</u>	Refusal to meet with employee representative
<u>512-5060-4100-0000</u>	Benefits conditioned on abandonment of union	<u>512-5066-7000-0000</u>	Undermining authority of representatives
<u>512-5060-4400-0000</u>	Benefits conditioned on not joining strike	<u>512-5066-7025-0000</u>	Bargaining directly with employees
<u>512-5060-4700-0000</u>	Continued employment conditioned on abandonment of union	<u>512-5066-7037-0000</u>	Solicitation and inducement of employees to accept offer
<u>512-5060-5000-0000</u>	Reemployment conditioned on abandonment of union	<u>512-5066-7050-0000</u>	Offering employees better terms than offered to union
<u>512-5060-5200-0000</u>	Employment conditioned on applicant's or employee's lack of union sentiments	512-5066-7075-0000	Interference with grievance settlement
512-5060-5800-0000	Reinstatement of strikers conditioned on individual agreements not to strike	<u>512-5066-7077-0000</u>	Failure to checkoff and remit dues and fees
<u>512-5060-6300-0000</u>	Solicitation of grievances	512-5066-8400-0000	Where initiative is employee's
<u>512-5060-6600-0000</u>	Renunciation of collective bargaining required	<u>512-5072</u> INTERFERENCE WITH UNION OR COLLECTIVE ACTIVITIES	
<u>512-5060-6900-0000</u>	Solicitation of expression of opposition to union	<u>512-5072-0100-0000</u>	Generally
<u>512-5060-7500-0000</u>	Solicitation of repudiation of union	<u>512-5072-0200-0000</u>	Interference with access to union
<u>512-5060-7550-0000</u>	Decertification petition	<u>512-5072-0400-0000</u>	Ordering union representative off premises or jobsite or out of plant
<u>512-5060-7575-0000</u>	Deauthorization petition	<u>512-5072-0500-0000</u>	Disclosure of card signer's or of card solicitor's identity
<u>512-5060-7900-0000</u>	Prohibition against solicitations of decertification revocations	512-5072-0700-0000	Destruction of signed authorization cards
<u>512-5060-8300-0000</u>	Solicitation of resignation from union	<u>512-5072-0800-0000</u>	Bribery
<u>512-5060-8500-0000</u>	Advising Ees not to sign authorization cards	<u>512-5072-0900-0000</u>	Removal of employees from bargaining unit
512-5060-8700-0000	Solicitation of revocation of dues checkoff authorizations	512-5072-1000-0000	Directing employees not to pay dues
<u>512-5060-8900-0000</u>	Solicitation of formation of employee grievance or bargaining committee	<u>512-5072-1100-0000</u>	Influencing strike vote or action
<u>512-5060-9100-0000</u>	Solicitation of withdrawal of union authorization cards	512-5072-1200-0000	Requesting wage increases
<u>512-5062</u> REFUSAL TO RECOGNIZE AND/OR BARGAIN		<u>512-5072-1300-0000</u>	Refusing to hire applicants because of prior union adherence or activity, or other protected activity
<u>512-5066</u> GOING OVER HEADS OF REPRESENTATIVES		<u>512-5072-1400-0000</u>	Solicitation of dues checkoff authorizations
512-5066-0100-0000	Generally	<u>512-5072-1500-0000</u>	Solicitation of opposition to union
512-5066-0133-0000	Absence of bargaining request immaterial	<u>512-5072-1600-0000</u>	Solicitation of revocation of authorization cards
512-5066-0167-0000	Motive immaterial	512-5072-1650-0000	Insisting on viewing authorization cards without legitimate reason
<u>512-5066-1400-0000</u>	Changes in terms of employment made unilaterally or by negotiations with co-union	<u>512-5072-1700-0000</u>	Changing application and/or hiring process.
512-5066-1420-0000	Defense rejected	<u>512-5072-1800-0000</u>	Refusal to remit to union initiation fees or dues deducted pursuant to valid authorizations
<u>512-5066-1430-0000</u>	Unilateral change of work assignment	512-5072-1900-0000	Decision to use and/or administration of polygraph test
512-5066-1440-0000	Unilateral concessions	<u>512-5072-2000-0000</u>	Prohibiting employee's discussion about wages or other conditions of employment, or about union
512-5066-1460-0000	Unilateral withdrawal of concessions	512-5072-2100-0000	Use of evaluation forms
<u>512-5066-1480-0000</u>	Wage increases	<u>512-5072-2200-0000</u>	Interference with right to refrain from union activities
<u>512-5066-1480-5000</u>	Strike replacement		
<u>512-5066-2800-0000</u>	Dealing with individual strikers regarding reinstatement		

512-5072-2300-0000 Interference with employees' right to bargain through representatives of their own choosing

512-5072-2400-0000 Interference with employee's right to representation prior to and during meetings with employer

512-5072-2500-0000 Sponsorship of inside union, employee committee, personnel group, etc.

512-5072-2600-0000 Interference with employees' right to selection own representative

512-5072-2700-0000 Interference with employee's performance of duties as union representative

512-5072-2800-0000 Abetting activities of employees opposed to union

512-5072-2900-0000 Excluding union members from savings and stock ownership plan

512-5072-3000-0000 Soliciting employees to cross, or threatening them for not crossing, picket line

512-5072-3100-0000 Rewarding nonstrikers

512-5072-3200-0000 Conducting vote among nonstriking employees whether to reinstate strikers

512-5072-3400-0000 Decertification activity

512-5072-3500-0000 Threatening employee with retaliation if he should discuss or file grievance

512-5072-3700-0000 Directing employees to report presence of union representatives on employer's property

512-5072-3800-0000 Distribution of pro-company buttons, etc.

512-5072-3900-0000 Interference with handbilling and other union activities

512-5072-4000-0000 Solicitation of statements from employees

512-5072-4100-0000 Reimbursement of union initiation fees, dues or fine

512-5072-4200-0000 Solicitation of employees' withdrawal from union

512-5072-4400-0000 Lockout to force favorable bargaining

512-5072-4500-0000 Right to remove personally owned tools

512-5072-4900-0000 Contract negotiations of another employer

512-5072-5200-0000 Distribution of favored union's literature

512-5072-5500-0000 Refusal to talk to employees except on individual basis

512-5072-5600-0000 Disciplining employee for conduct during grievance meeting

512-5072-5700-0000 Interference with arbitration or grievance proceedings or participants therein

512-5072-5800-0000 Interference with representation on grievance committee

512-5072-5900-0000 Maintaining agreement requiring employees to waive right to pursue class actions involving employment-related matters

512-5072-6000-0000 noneligibility of bargaining unit employees for benefits

512-5072-7700-0000 Restraining union or other concerted activities on company time or premises

512-5072-7725-0000 Displaying strike date notices

512-5072-7750-0000 Distribution of union literature or soliciting union cards

512-5072-7775-0000 Wearing of or display of union insignia or other materials

512-5072-7780-0000 Posting notices

512-5072-7784-0000 Circulating petition protesting discharges

512-5072-7787-0000 Other restraints

512-5072-8000-0000 Confiscating union literature, etc.

512-5072-8300-0000 Interference with union or employee meetings

512-5072-8400-0000 Interference with union contacting employees off employer's premises

512-5072-8500-0000 Interference with strike or picketing

512-5072-8600-0000 Retaliation for engaging in union or other protected activity

512-5072-8700-0000 Interference with union activity away from employer's property or worksite

512-5072-8800-0000 Supervisors' participation in intra-union activities

512-5072-9200-0000 Interference with intra-union activities

512-5072-9400-0000 Denying customer rights and privileges to organizers or representatives

512-5072-9900-0000 Interference with or attempt to influence intra-U election

512-5078 INTERFERENCE WITH ELECTION OR REPRESENTATION PROCEEDINGS OF BOARD

512-5078-2000-0000 Assistance to one of competing unions

512-5078-2050-0000 Midwest piping doctrine

512-5078-4000-0000 Efforts to influence result

512-5078-4010-0000 Isolation of union adherents

512-5078-4020-0000 Concessions to influence vote

512-5078-4025-0000 Withholding benefits to influence vote

512-5078-4030-0000 Attempts to have employee refrain from voting or discharging employees

512-5078-4035-0000 Accelerating effective date of wage increase

512-5078-4040-0000 Electioneering

512-5078-4040-5000 Comparison of wages and benefits

512-5078-4050-0000 Promise of or grant of benefit

512-5078-4055-0000 Threats

512-5078-4060-0000 Expression of animus against petitioning union

512-5078-4070-0000 Hiring or retaining antiunion employees

512-5078-4080-0000 Changes in conditions of employment or threats thereof or statements made in connection with election

512-5078-4085-0000 Inducing fraudulent vote

512-5078-4090-0000 Misrepresentations

512-5078-5000-0000 Causing delay in election or certification

<u>512-5078-6000-0000</u>	Presence of an employer representative	<u>512-5084-5033-0000</u>	Contract with assisted union
<u>512-5078-6500-0000</u>	Presence of union representative	<u>512-5084-5050-0000</u>	Exclusive recognition of minority union
<u>512-5078-7000-0000</u>	Refusal to furnish Excelsior list	512-5084-5050-3300	Good faith as to majority status immaterial
<u>512-5078-8000-0000</u>	Restraining employees from voting	<u>512-5084-5050-6700</u>	Subsequent acquisition of majority status immaterial
<u>512-5078-8100-0000</u>	Curtailing employee's union activities by promotion to supervisor or otherwise by removal from unit	<u>512-5084-5067-0000</u>	Inducement of employees to join union
<u>512-5078-8200-0000</u>	Offer of or promotion to supervisor to preclude voting in election	512-5084-5075-0000	Permitting union control over hiring and employment
<u>512-5078-8500-0000</u>	Questioning employees on how they or their fellow employees would vote	<u>512-5084-5083-0000</u>	Solicitation of employees
512-5078-9000-0000	Questioning employees on how they voted	512-5084-7500-0000	Midwest Piping doctrine
512-5078-9100-0000	Asking employees if they voted	<u>512-5090</u> CONTRACTS	
<u>512-5078-9500-0000</u>	Rewarding employees for union's defeat in election	512-5090-2500-0000	Individual contracts
<u>512-5078-9900-0000</u>	Other	512-5090-2517-0000	Contracts, legal in execution and terms, used to obstruct processes and benefits of collective bargaining
<u>512-5081</u> INTERFERENCE WITH BOARD PROCEEDINGS		<u>512-5090-2533-0000</u>	Contracts tainted with employer influence
<u>512-5081-0100-0000</u>	Generally	512-5090-2550-0000	Fruits of unfair labor practices
<u>512-5081-1700-0000</u>	Interference with Board investigation	512-5090-2567-0000	Illiteracy of signers
<u>512-5081-3300-0000</u>	Interference with testimony of Board witness	512-5090-2583-0000	Time when contracts proposed or announced
<u>512-5081-4100-0000</u>	Interference with Board-ordered remedies	<u>512-5090-3000-0000</u>	No distribution and/or solicitation rules
<u>512-5081-4500-0000</u>	Soliciting employee's testimony at Board proceeding	512-5090-5000-0000	Affirmative defenses
512-5081-5000-0000	Collusive litigation	512-5090-5033-0000	Contract terminable at will
<u>512-5081-6700-0000</u>	Asking if employee gave statement to Board; requesting copy or look at employee's statement	<u>512-5090-5050-0000</u>	Contract provision
<u>512-5081-7000-0000</u>	Interference with access to Bd processes	512-5090-5067-0000	Compliance with FLSA
512-5081-7500-0000	Abuse or misuse of Board processes	<u>512-5090-7500-0000</u>	Union-security agreements
<u>512-5081-8700-0000</u>	Inducement of withdrawal of charges or objections	512-5090-7525-0000	Execution or maintenance of invalid agreement
512-5081-9500-0000	Inducement of the filing of charges against union	512-5090-7550-0000	Suspension must be communicated to employees
<u>512-5082</u> ACTIONS AGAINST SUPERVISOR		512-5090-7575-0000	Extension of valid agreement to new plant or newly-hired employees
<u>512-5082-2500-0000</u>	For activities inconsistent with status as supervisor	512-5090-8700-0000	Discriminatory maintenance of contract clause
<u>512-5082-3000-0000</u>	For refusing to commit unfair labor practice	<u>512-5090-8750-0000</u>	Superseniority and/or other benefits for union officials or stewards
<u>512-5082-4000-0000</u>	For participation in concerted activities	<u>512-5096</u> VIOLENCE AND THREATS THEREOF	
512-5082-5000-0000	For testimony adverse to employer	<u>512-5096-0100-0000</u>	Generally
<u>512-5082-7500-0000</u>	Refusing to give false testimony in support of employer	<u>512-5096-1400-0000</u>	Arrests and roundups instigated or assisted by employer
<u>512-5084</u> ASSISTANCE TO UNIONS		<u>512-5096-2100-0000</u>	Arrest
<u>512-5084-0100-0000</u>	Generally	<u>512-5096-2800-0000</u>	Assault on, and abuse of, pickets or strikers
512-5084-2500-0000	Assistance where 8(a)(2) not found	512-5096-4200-0000	Eviction or exclusion of organizers from town aided or tolerated
512-5084-2533-0000	Affiliated union	512-5096-5600-0000	Eviction or exclusion of union members from plant by employees aided or tolerated by employer
<u>512-5084-2567-0000</u>	Inside or favored union	<u>512-5096-7000-0000</u>	Inflicting, or inciting infliction of, violence on union adherents
512-5084-5000-0000	Forms of assistance	<u>512-5096-7400-0000</u>	Assault on employees
512-5084-5017-0000	Closed shop arrangements	<u>512-5096-8000-0000</u>	Assault on union representative or threat thereof
		<u>512-5096-8400-0000</u>	Threats of bodily harm
		<u>512-5096-8500-0000</u>	Damage to property

512-5098 CONDUCT OF EMPLOYER OTHER THAN IMMEDIATE EMPLOYER OF EMPLOYEES
512-7500 AFFIRMATIVE DEFENSES TO CHARGES OF INTERFERENCE, RESTRAINT, OR COERCION
512-7525 NON-COERCIVE NATURE OF MISCONDUCT
512-7527 ALTERNATIVES TO ACTION WOULD VIOLATE OTHER SECTIONS OF NLRA OR OTHER STATUTES
512-7530 MISINTERPRETATION OF LAW
512-7550 MISCONDUCT OF EMPLOYEE
512-7550-0100-0000 Generally
512-7550-0115-0000 Provocation
512-7550-0125-0000 Condonation vitiates defense
512-7550-0133-0000 Lawful discipline or admonition
512-7550-0143-0000 Disloyalty of employee; breach of confidentiality
512-7550-0150-0000 Good-faith belief as to misconduct may be defense

512-7550-0175-0000 Mistaken belief as to misconduct no defense if conduct in fact did not occur
512-7550-2500-0000 Undermining or circumventing grievance procedure
512-7550-3100-0000 Undermining or circumventing bargaining representative
512-7550-3700-0000 Violence or threats thereof
512-7550-5000-0000 Work-related misconduct or unsatisfactory work
512-7550-6000-0000 Breach of employer's rules
512-7550-7000-0000 Offensive personal behavior
512-7550-7500-0000 Strike misconduct
512-7550-8700-0000 Breach of no-strike clause or threat thereof
512-7567 VOLUNTARY QUIT
512-7575 MISCONDUCT OF UNION
512-7580 FAILURE TO APPLY FOR REINSTATEMENT
512-7587 WAIVER OF RIGHT UNDER COLLECTIVE-BARGAINING AGREEMENT
512-7599 OTHER

518 EMPLOYER DOMINATION, ASSISTANCE OR SUPPORT OF LABOR ORGANIZATION - (SECTION 8(a)(2))

518-0100 GENERALLY

518-0120 EMPLOYER'S OBLIGATION OF NEUTRALITY TOWARDS EMPLOYEE'S ORGANIZATIONAL ACTIVITIES (See also 518-4040-6701-3300)

518-0120-5000-0000 Does not preclude presentation of views

518-0140 EFFECT OF STATEMENTS OF NEUTRALITY

518-0160 RELEVANCY OF EMPLOYER'S MOTIVATION

518-0180 MAJORITY SUPPORT OR APPROVAL OF EMPLOYER'S ACTIONS NOT CONTROLLING

518-2000 FORMS OF DOMINATION AND INTERFERENCE

518-2001 GENERALLY

518-2001-1600-0000 Actual domination must be shown

518-2001-2500-0000 Totality of employer's conduct considered

518-2001-3300-0000 Requires active management participation and control

518-2001-5000-0000 Continuing character of domination

518-2001-6700-0000 Inference of domination matter for Board's specialized judgment

518-2001-8300-0000 Central factor is state of mind of employees

518-2001-8350-0000 Test not objective but subjective from standpoint of employees

518-2017 EMPLOYER PARTICIPATION IN FORMATION OR INITIATION OF LABOR ORGANIZATION

518-2017-0100-0000 Generally

518-2017-1400-0000 Initial suggestion or instigation by employer

518-2017-1417-0000 Transfer of employees

518-2017-1433-0000 Inviting raid on incumbent

518-2017-1467-0000 Revival of defunct union

518-2017-2800-0000 Direct participation of employer

518-2017-2833-0000 Supervisor's participation or assistance in campaigning and soliciting for union

518-2017-2867-0000 Constitution, bylaws, charter procured or prepared by or with employer assistance

518-2017-4200-0000 Approval of employer used in membership campaign

518-2017-5600-0000 Attendance at organizing meetings of employer's supervisors and agents

518-2017-7000-0000 Assistance with and participation in initial election

518-2017-8400-0000 Purpose of establishment of labor organization to forestall outside union

518-2017-9600-0000 Purpose of bringing in outside labor organizations to forestall incumbent union

518-2033 EMPLOYER'S RELATION TO OFFICERS, PROMOTERS, AND AGENTS OF UNION

518-2033-2000-0000 Attorney of union suggested or retained by employer

518-2033-4000-0000 Promoters of union consulted with employer

518-2033-6000-0000 Grant of superseniority to union promoters and agents

518-2033-8000-0000 Union offices held by employer's agents

518-2033-8033-0000 Personnel director

518-2033-8067-0000 Supervisors

518-2050 TIME OF ORGANIZATION

518-2050-3300-0000 After employer's expression of hostility to outside union

518-2050-5000-0000 Immediately after union decertification or election

518-2050-6700-0000 Concurrent with or immediately after organizational drive of outside union

518-2050-8300-0000 While rival petition pending

518-2067 STRUCTURE AND BEHAVIOR OF ORGANIZATION

518-2067-0700-0000 Bargaining

518-2067-0750-0000 Absence of effort to bargain

518-2067-1400-0000 Lack of constitution and bylaws

518-2067-2100-0000 Docility of organization to employer's wishes

518-2067-2800-0000 Dues

518-2067-2833-0000 No provision for

518-2067-2867-0000 Small dues

518-2067-3500-0000 Election procedure

518-2067-4200-0000 Employer veto power

518-2067-4900-0000 Grievance procedure

518-2067-5600-0000 Inactivity of organization

518-2067-6300-0000 Independent behavior does not rebut section 8(a)(2)

518-2067-7000-0000 Automatic membership or eligibility to vote

518-2067-7700-0000 Nonparticipation of membership

518-2067-7750-0000 Meetings not provided for

518-2067-8400-0000 Representatives required to be employees only

518-2067-8450-0000 Representative must be employed in department he was elected to represent

518-2067-9100-0000 Terms and qualifications of officers determined by employer

518-2083 ADMINISTRATION OF ORGANIZATION

518-2083-0100-0000 Generally

518-2083-1700-0000 Contract between employer and organization, prescribing organization's functioning and structure

518-2083-3300-0000 Dictation or guidance by employer

518-2083-3333-0000 Election of officers

518-2083-3367-0000 Legal advice furnished by employer

518-2083-5000-0000 Interference without domination

518-2083-6700-0000 Meetings

<u>518-2083-6750-0000</u>	Called and attended by employer's representatives	518-4030-4500-0000	Given proceeds from vending machines
<u>518-2083-8300-0000</u>	Employer voice in affairs of employee committee	<u>518-4030-5600-0000</u>	Payment or granting of leave for time spent on union business
518-4000 FORMS OF ASSISTANCE AND SUPPORT		<u>518-4030-7000-0000</u>	Payment of membership dues and/or fees
518-4001 GENERALLY		518-4030-7700-0000	Payment of insurance premiums
<u>518-4001-5000-0000</u>	Assistance to nonqualified representative	<u>518-4030-8400-0000</u>	Contributions to benefit funds
518-4010 SUGGESTION OF FORMATION OR INITIATION OF UNION		<u>518-4030-9000-0000</u>	Other monetary contributions
<u>518-4010-0100-0000</u>	Generally	518-4040 RECOGNITION AND EXECUTION OF CONTRACT	
<u>518-4010-5000-0000</u>	Interference with union organization or administration	<u>518-4040-0100-0000</u>	Generally
518-4015 MISSTATING UNION'S CONTRACT COVERAGE		518-4040-0133-0000	Presumption of regularity of execution
518-4020 PERMITTING USE OF COMPANY TIME, PREMISES OR FACILITIES		<u>518-4040-0167-0000</u>	Presumption of majority status at time of execution
<u>518-4020-0100-0000</u>	Generally	<u>518-4040-1700-0000</u>	Premature when number of employees not representative complement and/or employer not engaged in normal operations
<u>518-4020-0133-0000</u>	Contrasting treatment of competing unions	<u>518-4040-1716-0000</u>	In absence of employees
518-4020-0167-0000	Similar practice elsewhere no defense	<u>518-4040-1733-0000</u>	Expanding unit
518-4020-1700-0000	Dues collection	<u>518-4040-1750-0000</u>	Inappropriate unit
518-4020-3300-0000	Election of officers	518-4040-1767-0000	Prehire recognition pursuant to section 8(f) (see 590-)
518-4020-5000-0000	Facilities	<u>518-4040-2100-0000</u>	Coerced majority representative
<u>518-4020-5001-0000</u>	Generally	<u>518-4040-2500-0000</u>	Inappropriate unit
518-4020-5020-0000	Bulletin boards	518-4040-3300-0000	Members-only recognition
518-4020-5030-0000	Signs on premises	<u>518-4040-3700-0000</u>	"Sweetheart" contract arrangement
<u>518-4020-5040-0000</u>	Company-town facilities	<u>518-4040-3900-0000</u>	Where bargaining representative is disqualified
<u>518-4020-5060-0000</u>	Clerical, telephone, and other facilities	<u>518-4040-4100-0000</u>	Where another union certified
518-4020-5080-0000	Transportation	<u>518-4040-4200-0000</u>	Where another union recognized
<u>518-4020-6700-0000</u>	Meetings	<u>518-4040-4300-0000</u>	Where employer had 8(f) prehire contract with another union
518-4020-6750-0000	Shutdown to permit attendance	<u>518-4040-4500-0000</u>	Where employer has valid contract with another union
518-4020-8300-0000	Organizational activities	<u>518-4040-4600-0000</u>	Where joint representative
<u>518-4020-8333-0000</u>	Meetings	<u>518-4040-5000-0000</u>	Exclusive recognition of minority representative (see also 512-5084)
<u>518-4020-8367-0000</u>	Solicitation	<u>518-4040-5025-0000</u>	Good-faith belief as to majority status immaterial
518-4025 PRIVATE ELECTIONS		<u>518-4040-5050-0000</u>	Subsequent acquisition of majority status immaterial
518-4030 FINANCIAL SUPPORT		518-4040-5075-0000	Absence of rival claim immaterial
<u>518-4030-0100-0000</u>	Generally	518-4040-5088-0000	Where another union certified as representative of unit found appropriate
518-4030-0125-0000	Receipts from vending machines	518-4040-6700-0000	During existence of real question of representation
518-4030-0150-0000	Proviso to 8(a)(2) - conferring with employees during working hours permitted	518-4040-6701-0000	Generally
<u>518-4030-1400-0000</u>	Checkoff	<u>518-4040-6701-3300</u>	Employer obligation of neutrality
<u>518-4030-1408-0000</u>	Deducting union dues without employee's checkoff authorizations	<u>518-4040-6701-6700</u>	Question of representation for resolution by Board
518-4030-1417-0000	Legality under section 302 immaterial for purposes of 8(a)(2)	518-4040-6733-0000	What creates real question of representation
518-4030-1433-0000	Refusing permission to withdraw authorizations		
<u>518-4030-1467-0000</u>	Soliciting dues deduction authorizations		
518-4030-1483-0000	Implementation of without authorizations		
<u>518-4030-1485-0000</u>	Honoring dues checkoff authorizations for minority union		
<u>518-4030-2800-0000</u>	Dues solicitation		
518-4030-3500-0000	Donation of blank authorization cards		
<u>518-4030-4200-0000</u>	Expenses of suspected union defrayed, or supplies paid for		

<u>518-4040-6733-3300</u>	Colorable claim of competing union	<u>518-4050-6750-0000</u>	Failure to provide 30-day period
<u>518-4040-6733-6700</u>	Pendency of petition under section 9	<u>518-4050-6750-3300</u>	From date of hire
<u>518-4040-6733-6750</u>	Absence of petition does not preclude existence of question	<u>518-4050-6750-6700</u>	From execution of agreement
<u>518-4040-6767-0000</u>	Continued recognition of incumbent pending resolution of question	<u>518-4050-6763-0000</u>	Failure to provide 7-day period pursuant to section 8(f)
<u>518-4040-6767-2500</u>	For purposes of contract administration	<u>518-4050-6775-0000</u>	Members only referral
<u>518-4040-6767-5000</u>	For purposes of negotiation of initial contract or renewal of contract	<u>518-4050-7500-0000</u>	Union quota
<u>518-4040-6767-5050</u>	Renewal contingent upon resolution of question	<u>518-4060</u> PARTICIPATION OF SUPERVISORS IN AFFAIRS OF LABOR ORGANIZATION	
<u>518-4040-6767-7500</u>	After expiration of contract	<u>518-4060-0100-0000</u>	Generally
<u>518-4040-7500-0000</u>	During insulated period of contract	<u>518-4060-1600-0000</u>	Solicitation of union membership and support
<u>518-4040-7501-0000</u>	Generally	<u>518-4060-1633-0000</u>	With acquiescence of employer
<u>518-4040-7533-0000</u>	With majority union	<u>518-4060-1667-0000</u>	Contrary to employer's known opposition to union
<u>518-4040-7533-5000</u>	Midwest Piping doctrine inapplicable	<u>518-4060-2500-0000</u>	Voting in intra-union election
<u>518-4040-7567-0000</u>	With minority union	<u>518-4060-3300-0000</u>	Membership in union
<u>518-4040-7567-3300</u>	Where employer does not have knowledge of loss of majority	<u>518-4060-5000-0000</u>	Serves as officer, or in other official capacity
<u>518-4040-7567-6700</u>	Where employer has knowledge of loss of majority	<u>518-4060-6700-0000</u>	Membership on negotiating committee
<u>518-4040-7800-0000</u>	Extension of contract to relocated facility	<u>518-4060-7500-0000</u>	Membership on employee committee
<u>518-4040-8300-0000</u>	Extension of contract to additional groups of employees	<u>518-4060-8300-0000</u>	Participation in union meetings
<u>518-4040-8325-0000</u>	Where employees are represented by another union	<u>518-4060-8500-0000</u>	Participation in picketing
<u>518-4040-8333-0000</u>	Where no question of representation exists	<u>518-4060-8700-0000</u>	Participation in Board proceeding
<u>518-4040-8367-0000</u>	Where question of representation exists	<u>518-4060-9100-0000</u>	Designation of employee as observer in Board election
<u>518-4040-8700-0000</u>	Reinstatement of prior contract, or new contract reentered	<u>518-4070</u> DECLARATIONS OF UNION PREFERENCE	
<u>518-4050</u> UNION SECURITY AND PREFERENCE AGREEMENTS		<u>518-4070-2500-0000</u>	Favoring one faction of incumbent union over another faction
<u>518-4050-3300-0000</u>	Agreements legal on their face with assisted unions	<u>518-4070-3300-0000</u>	Favoring outside union over incumbent
<u>518-4050-3301-0000</u>	Generally	<u>518-4070-5000-0000</u>	Favoring one outside union over others
<u>518-4050-3301-5000</u>	First proviso to section 8(a)(3) does not protect agreements with assisted union	<u>518-4070-6700-0000</u>	Favoring incumbent over outside union
<u>518-4050-3312-0000</u>	In contract with union for employees who are represented by another union	<u>518-4070-8000-0000</u>	Favoring union recognized by employer as representative of another unit of its employees
<u>518-4050-3325-0000</u>	In contract with favored union	<u>518-4080</u> CHANGES IN TERMS OF EMPLOYMENT, OR PROMISES OR THREATS THEREOF, TO ASSIST LABOR ORGANIZATION	
<u>518-4050-3350-0000</u>	In contract with minority union	<u>518-4080-2500-0000</u>	Concessions
<u>518-4050-3375-0000</u>	Requirements for union membership or for preferential treatment	<u>518-4080-3700-0000</u>	Contract providing wage increase
<u>518-4050-3375-2000</u>	Execution of	<u>518-4080-5000-0000</u>	Withdrawal of benefits
<u>518-4050-3375-4000</u>	Maintenance of membership	<u>518-4080-6200-0000</u>	Promise, announcement or granting of benefits
<u>518-4050-3375-6000</u>	Preferential hiring or referral provision	<u>518-4080-6500-0000</u>	Threat that proposed merger will not take place
<u>518-4050-3375-8000</u>	Preferential seniority provision	<u>518-4080-7500-0000</u>	Threats of shutdown
<u>518-4050-6700-0000</u>	Illegal union security agreements	<u>518-4090</u> DISCRIMINATION IN EMPLOYMENT, OR THREATS THEREOF, TO ASSIST LABOR ORGANIZATION	
<u>518-4050-6725-0000</u>	Closed shop	<u>518-4090-1400-0000</u>	Discharge, layoff, suspension, or refusal to hire for not supporting favored union

518-4090-2800-0000 Discharge or layoff or suspension for supporting rival union

518-4090-3300-0000 Notifying employees union dues would be deducted without authorization

518-4090-3700-0000 Discharge or layoff for refusal to sign checkoff authorization or to permit withholding of union assessments

518-4090-3900-0000 Refusal to recall laid-off employees

518-4090-4200-0000 Preferential hiring of union adherents

518-4090-4900-0000 Preferential wages and benefits for Union members

518-4090-5600-0000 Preferential seniority for union adherents

518-4090-6300-0000 Reduction of wages

518-4090-7000-0000 Threats of shutdown of plant if favored union defeated

518-4090-7700-0000 Application of contract to members only

518-4090-8400-0000 Threat of withdrawal of privileges if favored union not supported

518-4090-9100-0000 Veiled threats

518-4090-9900-0000 Other

518-6000 STATUS OF SUCCESSOR TO DOMINATED OR ASSISTED LABOR ORGANIZATION

518-6001 GENERALLY

518-6001-5000-0000 Effect of domination or assistance may affect status of successor

518-6033 CIRCUMSTANCES INDICATING SUCCESSORSHIP

518-6033-2000-0000 Circumstances of abandonment of old organization

518-6033-2033-0000 Timing

518-6033-2067-0000 Reference in constitution to old organization

518-6033-4000-0000 Continuity of operation

518-6033-6000-0000 Same leadership

518-6033-8000-0000 Similar organizational structure

518-6067 ADEQUACY OF BREAK BETWEEN OLD AND NEW ORGANIZATIONS

518-6067-3300-0000 Burden on employer to establish

518-6067-6700-0000 Effect of passage of time and effort to dissipate impact of domination or assistance

518-8000 AFFIRMATIVE DEFENSES

518-8050 COMPLIANCE WITH CONTRACT

524	EMPLOYER DISCRIMINATION IN EMPLOYMENT - (SECTION 8(a)(3) and 8(a)(4))
524-0100 GENERALLY	
524-0117 SCOPE OF PROSCRIPTION	
<u>524-0117-2500-0000</u>	Act does not touch normal exercise of the right of the employer to select its employees or to discharge them
<u>524-0117-3700-0000</u>	Act does not prohibit employer from ceasing to do business with another employer because of union or nonunion activity of latter's employees
<u>524-0117-5000-0000</u>	Purpose is to insulate employees' jobs from their organizational rights
524-0117-5600-0000	Discrimination based on race, color, religion sex, or national origin, standing alone, not inherently destructive of employee rights
524-0117-6200-0000	Section 8(a)(3) not utilized for implementation or section 10(k) determination
<u>524-0117-7500-0000</u>	Discrimination against one is interference with rights of all
<u>524-0117-8700-0000</u>	Prohibition not limited to discrimination against bare union membership but includes participation in union activities
<u>524-0117-9200-0000</u>	Discriminatee need not be engaged in concerted activity
524-0133 INDIVIDUALS AFFECTED	
<u>524-0133-0100-0000</u>	Generally
<u>524-0133-0150-0000</u>	Identification of specific victims not always essential
524-0133-0150-5000	Especially where employer refuses to supply necessary information it possesses
<u>524-0133-1200-0000</u>	Innocent bystanders
<u>524-0133-1800-0000</u>	Nonunit employees
<u>524-0133-2500-0000</u>	Nonunion employees
<u>524-0133-2550-0000</u>	When mistaken for union men
<u>524-0133-3000-0000</u>	Employees legitimately absent from work (sick leave, vacation, etc.)
<u>524-0133-3100-0000</u>	Union employees
<u>524-0133-3125-0000</u>	Union employees where union is the employer
524-0133-3150-0000	When mistaken for non-union employees
524-0133-3700-0000	Union member opposing union
<u>524-0133-5000-0000</u>	Relative of active union members
524-0133-5200-0000	Employee of one man unit
<u>524-0133-6200-0000</u>	Employee of person other than respondent
<u>524-0133-6225-0000</u>	Employee of joint employer
<u>524-0133-6250-0000</u>	Employee of independent contractor
<u>524-0133-6300-0000</u>	Employees anticipating change in status or tenure
<u>524-0133-7000-0000</u>	Discharged employee

<u>524-0133-7500-0000</u>	Applicants for employment; salt
<u>524-0133-7600-0000</u>	Probationary employee
<u>524-0133-8000-0000</u>	Confidential employee
<u>524-0133-8700-0000</u>	Supervisory employees
<u>524-0133-8725-0000</u>	Not protected because of union membership or participation in concerted activity
<u>524-0133-8750-0000</u>	Applicant for supervisory position
524-0133-8770-0000	Former supervisor
524-0133-8775-0000	Prospective supervisor
<u>524-0133-8800-0000</u>	Stockholder-employee
<u>524-0133-9000-0000</u>	Strikers
<u>524-0133-9300-0000</u>	Foreign nationals and illegal aliens
524-0150 WHAT CONSTITUTES DISCRIMINATION	
<u>524-0150-0100-0000</u>	Generally
<u>524-0150-2500-0000</u>	Differentiation between employees or applicants
<u>524-0150-2550-0000</u>	Discrimination based on identity of representative
<u>524-0150-2575-0000</u>	Discrimination based upon holding union office
524-0150-2587-0000	Discrimination based upon racial or other minority group considerations
<u>524-0150-5000-0000</u>	Change in terms or conditions of employment
<u>524-0150-7500-0000</u>	Lack of change which would otherwise have occurred in terms and conditions
524-0167 REQUIREMENT OF ENCOURAGEMENT OR DISCOURAGEMENT OF UNION MEMBERSHIP	
<u>524-0167-0100-0000</u>	Generally
<u>524-0167-0500-0000</u>	Only encouragement or discouragement resulting from discrimination prohibited
<u>524-0167-1000-0000</u>	Affirmative showing of prohibited motive required
<u>524-0167-1017-0000</u>	Violation where action motivated in part by objective of encouragement or discouragement
<u>524-0167-1033-0000</u>	Prohibited motive inferable from conduct inherently destructive of employee rights
<u>524-0167-1033-5000</u>	Notwithstanding conduct motivated by substantial business justification
<u>524-0167-1067-0000</u>	Motive must be proved where adverse effect of conduct comparatively slight and employer has proved substantial business justification
524-0167-1067-5000	Circumvention of Government's wage controls not legitimate business end
524-0167-1075-0000	Per se violation in application of discriminatorily promulgated plant rule
524-0167-2000-0000	Availability of membership to discriminatee not essential
<u>524-0167-3000-0000</u>	Intent need not be shown where encouragement or discouragement foreseeable consequence

524-0167-4000-0000 Intent need not be shown where discrimination is based solely on union membership

524-0167-5000-0000 Discrimination must be based on union animus or protected activity

524-0167-6000-0000 Encouragement natural consequence of any employer discrimination at request of union

524-0167-7000-0000 Particular union need not be involved

524-0167-8000-0000 Same principles apply to encouragement and discouragement

524-0167-9000-0000 True purpose or real motive is test

524-0183 ADEQUACY OF EVIDENCE TO ENCOURAGE OR DISCOURAGE UNION MEMBERSHIP

524-0183-0100-0000 Generally

524-0183-3300-0000 Burden of coming forward

524-0183-3333-0000 Burden of showing discriminatory motive on General Counsel

524-0183-3333-3300 When employer's conduct causes comparatively slight harm to employee rights and employer raises defense of business justification

524-0183-3333-6700 No burden where employer conduct inherently destructive of employer rights

524-0183-3367-0000 Prima facie case places burden of coming forward on employer

524-0183-3375-0000 Employer's burden not satisfied where reason pretextual

524-0183-6700-0000 Sufficiency of evidence

524-0183-6701-0000 Generally

524-0183-6712-0000 Circumstantial evidence

524-0183-6712-2500 Direct evidence rarely obtainable and not essential

524-0183-6712-5000 May be considered even in presence of direct testimony of Board's own witnesses

524-0183-6712-7500 May be considered even in presence of direct testimony to contrary

524-0183-6725-0000 Inference of discrimination

524-0183-6737-0000 Uncorroborated testimony of dischargee sufficient

524-0183-6750-0000 Insignificance of discriminatee in union evidence of lack of prohibited motive

524-0183-6762-0000 Membership alone insufficient to sustain inference of discriminatory intent

524-0183-6769-0000 Actions not violative of act may be relevant about union animus

524-0183-6775-0000 Union activities of employee plus discharge or discipline do not alone make out a case of prohibited discrimination

524-0183-6787-0000 While activity no bar to discharge for legitimate reasons, it may disclose union animus when reasons given do not ring true

524-0183-6789-0000 Lack of employer's specific knowledge of individual employees and differences in union activity between individual employees immaterial

524-1700 UNION OR OTHER PROTECTED ACTIVITY OF DISCRIMINATEE

524-1701 GENERALLY

524-1717 ACTIVE PARTICIPATION IN UNION ACTIVITIES

524-1717-0100-0000 Generally

524-1717-0500-0000 Charter membership or early joining

524-1717-1000-0000 Officers or leaders in union affairs; union organizer

524-1717-1500-0000 Common cause with strikers

524-1717-1900-0000 Conspicuous in unionizing effort

524-1717-1950-0000 Rival union activity

524-1717-2400-0000 Grievance activity

524-1717-2700-0000 Assertion of seniority rights

524-1717-2900-0000 Participation in collective request for wage increase

524-1717-3300-0000 Demanding compliance with bargaining contract

524-1717-3400-0000 Participation in contract negotiations

524-1717-3600-0000 Participation in sympathy strike

524-1717-3800-0000 Initiation of petition to improve working conditions

524-1717-4300-0000 Involvement with government agencies other than NLRB

524-1717-4800-0000 Protest strike against discrimination against fellow-employee

524-1717-5300-0000 Protest strike against lawful discharge

524-1717-5700-0000 Participation in Board proceeding

524-1717-6200-0000 Giving statement to Board agent

524-1717-6700-0000 Participation in State board proceedings

524-1717-7100-0000 Distribution

524-1717-7200-0000 Solicitation

524-1717-7250-0000 Against recognized union

524-1717-7600-0000 Strike leadership

524-1717-7625-0000 Leadership in spontaneous work stoppage

524-1717-7650-0000 Non-ULP strike

524-1717-7675-0000 Minority strike

524-1717-7700-0000 Preparations for strike

524-1717-8100-0000 Refusal to assist company or favored union

524-1717-8600-0000 Resistance to individual bargaining

524-1717-9100-0000 Refusal to be informer

524-1717-9300-0000 Warning employees about informers or union adherents

524-1717-9600-0000 Sponsoring withdrawal of union label

524-1717-9800-0000 Union stewardship

524-1733 OPPOSITION TO BARGAINING REPRESENTATIVE

524-1750 REFUSAL TO DISCLOSE UNION AFFILIATION

524-1767 WALKOUT FOR "ABNORMALLY DANGEROUS CONDITIONS"

<u>524-1767-5000-0000</u>	Employees' good-faith belief of existence of dangerous conditions essential	<u>524-3350-5800-0000</u>	Threat of reprisal
<u>524-1783</u> KNOWLEDGE OF EMPLOYER AS TO DISCRIMINATEE'S PROTECTED ACTIVITY		<u>524-3350-6000-0000</u>	Layoff or threat thereof
<u>524-1783-0100-0000</u>	Generally	<u>524-3350-6100-0000</u>	Plant closure
<u>524-1783-0150-0000</u>	Employer chargeable with supervisor's or agent's knowledge	<u>524-3350-6200-0000</u>	Discharge or threat thereof
<u>524-1783-2500-0000</u>	Effect of absence of	<u>524-3350-6300-0000</u>	Constructive discharge
<u>524-1783-2550-0000</u>	Sustained as defense	<u>524-3350-6500-0000</u>	Demotion
<u>524-1783-5000-0000</u>	Belief that discriminatee engaged in union activity, where activity not proved	<u>524-3350-6600-0000</u>	Denial of promotion
<u>524-1783-5050-0000</u>	Sufficient to find discrimination	<u>524-3350-7000-0000</u>	Work assignment
<u>524-1783-7500-0000</u>	Inferable	<u>524-3350-7500-0000</u>	Failure to pay for time lost from work or mandated witness fees
<u>524-1783-7533-0000</u>	From circumstances	<u>524-3350-7700-0000</u>	Suspension
<u>524-1783-7567-0000</u>	From smallness of plant	<u>524-3350-7900-0000</u>	Denial of transfer
<u>524-1783-7575-0000</u>	Not inferable from possibility of informer	<u>524-3350-8100-0000</u>	Transfer to another job
<u>524-3300</u> DISCRIMINATION FOR FILING CHARGES OR GIVING TESTIMONY (8(a)(4))		<u>524-3350-8400-0000</u>	Informing on employee
<u>524-3301</u> GENERALLY		<u>524-3350-8500-0000</u>	Filing of nonmeritorious and/or preempted lawsuit for retaliatory purposes
<u>524-3301-5000-0000</u>	Scope of proscription	<u>524-3350-8600-0000</u>	Threatening to depose and deposing employee-defendants in civil law suit
<u>524-3325</u> EMPLOYEE ACTIVITY PROTECTED		<u>524-3350-8700-0000</u>	Altering conditions of employment; reduction in wages and/or benefits
<u>524-3325-1400-0000</u>	Employee, union, or relative filing charges or petition or being named in charge as discriminatee	<u>524-3350-8800-0000</u>	Denial of facilities for Union activities
<u>524-3325-2100-0000</u>	Consulting with Board agent	<u>524-3350-8900-0000</u>	Denial of leave
<u>524-3325-2800-0000</u>	Announced intent to file charges	<u>524-3350-9100-0000</u>	Denial of employer's internal discharge appeals procedure
<u>524-3325-4200-0000</u>	Giving testimony at Board or other proceeding	<u>524-3350-9200-0000</u>	Requesting state licencing agency to check employee's professional behavior
<u>524-3325-4500-0000</u>	Attending Board proceeding	<u>524-3350-9400-0000</u>	Refusal to employ, reemploy or recall from layoff
<u>524-3325-4900-0000</u>	Providing Board agent with physical evidence	<u>524-3350-9500-0000</u>	Isolation from other employees
<u>524-3325-5600-0000</u>	Present at proceeding to give testimony but not called	<u>524-3350-9600-0000</u>	Opposing claim filed with other governmental agency
<u>524-3325-7000-0000</u>	Giving statement to Board agent	<u>524-3350-9700-0000</u>	Surveillance
<u>524-3325-8400-0000</u>	Attempt to get witness to change testimony	<u>524-3350-9800-0000</u>	Assault, abuse or harassment
<u>524-3325-9200-0000</u>	Cooperating with and assisting Board in its proceedings	<u>524-3375</u> INDICIA OF INTENT TO DISCRIMINATE	
<u>524-3350</u> FORMS OF DISCRIMINATION		<u>524-5000</u> FORMS OF DISCRIMINATION	
<u>524-3350-2500-0000</u>	Denial of perfect attendance incentive award	<u>524-5001</u> GENERALLY	
<u>524-3350-2800-0000</u>	Denial of wage increase	<u>524-5004</u> REWARDING EMPLOYEES FOR CONDUCT INVOLVING STRIKE FAVORABLE TO EMPLOYER	
<u>524-3350-3100-0000</u>	Denial of vacation, overtime, or severance pay	<u>524-5006</u> BLACKLISTING	
<u>524-3350-3300-0000</u>	Denial of bonus	<u>524-5007</u> EMPLOYMENT REFERENCE	
<u>524-3350-3500-0000</u>	Change in fringe benefits	<u>524-5009</u> REQUIRING PHYSICAL, PSYCHOLOGICAL OR OTHER EXAMINATIONS	
<u>524-3350-3700-0000</u>	Discontinuance of or change in regular delivery route or services	<u>524-5010</u> ISSUANCE OF WARNING OR REPRIMAND LETTERS	
<u>524-3350-5000-0000</u>	Conditioning employment upon withdrawal of charges	<u>524-5011</u> CONTESTING UNEMPLOYMENT COMPENSATION OR DISABILITY CLAIMS	
<u>524-3350-5100-0000</u>	Conditioning employment on employees' agreeing to mandatory arbitration	<u>524-5012</u> REFUSAL TO EMPLOY OR REEMPLOY	
<u>524-3350-5200-0000</u>	Conditioning employment on employee's renouncing backpay award	<u>524-5012-0100-0000</u>	Generally
<u>524-3350-5300-0000</u>	Enforcement of rules	<u>524-5012-2000-0000</u>	Adequacy of application (timeliness, manner, etc.)
<u>524-3350-5600-0000</u>	Issuance of warning or reprimand	<u>524-5012-3000-0000</u>	After discharge, layoff, or suspension
		<u>524-5012-3200-0000</u>	After retirement
		<u>524-5012-3500-0000</u>	After leave of absence
		<u>524-5012-3800-0000</u>	After filing of grievance

<u>524-5012-3900-0000</u>	After voluntary quit	<u>524-5023-3700-0000</u>	Isolation from other
<u>524-5012-4000-0000</u>	Discriminatory hiring		employees
	practice (See also Union Security	<u>524-5023-4100-0000</u>	Changes in meal periods or
	Requirements 524-5090)		coffee breaks
<u>524-5012-5000-0000</u>	To avoid bargaining	<u>524-5023-5000-0000</u>	Production quotas
	obligation	<u>524-5023-6700-0000</u>	Allotment of work
<u>524-5012-6000-0000</u>	Refusal to interview	<u>524-5023-9700-0000</u>	Restriction of employees'
<u>524-5012-6500-0000</u>	Refusal to hire competitors		movement in plant
<u>524-5012-7000-0000</u>	Because of known or	524-5026	DISCRIMINATION IN TRAINING
	suspected union activities; high wage history		OPPORTUNITIES
<u>524-5012-7025-0000</u>	Intra-union and/or contra-	524-5028	FAILURE TO APPLY TERMS OF
	union		CONTRACT
<u>524-5012-7050-0000</u>	Of relatives	524-5029	ACTIONS AFFECTING EMPLOYMENT
<u>524-5012-7100-0000</u>	Because of protected		CONDITIONS
	concerted activities	<u>524-5029-0100-0000</u>	Generally
<u>524-5012-7400-0000</u>	Refusal to employ union	<u>524-5029-1200-0000</u>	Remuneration and benefits
	organizer or member	<u>524-5029-1211-0000</u>	Change in pay day or hour
<u>524-5012-7500-0000</u>	Refusal to hire because of	<u>524-5029-1212-0000</u>	Withholding of paychecks
	employee opposition	<u>524-5029-1213-0000</u>	Severance pay; denial,
<u>524-5012-7600-0000</u>	Refusal to hire predecessor's		withholding, or change in practice or policy
	employees	<u>524-5029-1215-0000</u>	Failure to implement pension
<u>524-5012-7700-0000</u>	Because of union opposition		plan
	or favorable recommendation	<u>524-5029-1216-0000</u>	Failure to reimburse
<u>524-5012-7800-0000</u>	Refusal to hire because of		employee for expenses incurred
	lack of anti-union preference	<u>524-5029-1218-0000</u>	Failure to implement
<u>524-5012-7900-0000</u>	Refusal to hire because of		arbitration award
	lack of union membership	<u>524-5029-1219-0000</u>	Delay of arbitration
<u>524-5012-8000-0000</u>	Use of application form		proceeding
	requiring disclosure of union membership	<u>524-5029-1220-0000</u>	Denial of participation in
524-5017	IMPOSITION OF ILLEGAL		profit-sharing plan
	CONDITIONS OF EMPLOYMENT (SEE	<u>524-5029-1225-0000</u>	Delay, denial, or withholding
	ALSO 524-5090)		of wage increase
<u>524-5017-0100-0000</u>	Generally	<u>524-5029-1226-0000</u>	Evaluation of work
<u>524-5017-1400-0000</u>	Abandonment of concerted	<u>524-5029-1227-0000</u>	Failure to make evaluation
	activities		for wage increase
<u>524-5017-2800-0000</u>	Abandonment of union	<u>524-5029-1231-0000</u>	Granting of wage or
	activities or membership		commission rate increase
<u>524-5017-3500-0000</u>	Prematurely recognized	<u>524-5029-1232-0000</u>	Providing work-related
	union		related equipment and clothing
<u>524-5017-4200-0000</u>	Requiring union membership	<u>524-5029-1236-0000</u>	Delay in benefit coverage
	in favored organization	<u>524-5029-1237-0000</u>	Denial of termination
<u>524-5017-4500-0000</u>	Acceptance of wages and		benefits
	conditions of employment less than those	<u>524-5029-1250-0000</u>	Discriminatory retroactive
	provided for in contract		increase
<u>524-5017-4900-0000</u>	Requiring membership in	<u>524-5029-1250-5000</u>	Under contract with majority
	union having tainted majority status		representative
<u>524-5017-5600-0000</u>	Waiver of right to present	<u>524-5029-1259-0000</u>	Discriminatory maintenance
	grievances individually		of contract clause
<u>524-5017-7000-0000</u>	Waiver of seniority rights	<u>524-5029-1262-0000</u>	Wage payments based on sex
<u>524-5017-8400-0000</u>	Yellow-dog contracts		considerations
524-5020	HARASSMENT OF UNION ADHERENTS	<u>524-5029-1275-0000</u>	Reduction in remuneration
<u>524-5020-3300-0000</u>	By employees		and/or benefits
<u>524-5020-5000-0000</u>	By employer	<u>524-5029-1276-0000</u>	Payment for union activities
<u>524-5020-6700-0000</u>	Harassment by employees	<u>524-5029-1279-0000</u>	Denial of holiday pay
	where employer accountable	<u>524-5029-1280-0000</u>	Overtime; reduction, denial
524-5023	IMPOSITION OF DISCRIMINATORY		or change in practice or policy
	WORKING CONDITIONS	<u>524-5029-1284-0000</u>	Sick pay; denial,
<u>524-5023-1200-0000</u>	Less desirable job or work		withholding, or change in practice or policy
	shifts	<u>524-5029-1285-0000</u>	Withholding guaranteed
<u>524-5023-1900-0000</u>	Closer supervision		workweek pay
<u>524-5023-2600-0000</u>	Imposition of probationary	<u>524-5029-1286-0000</u>	Change in policy regarding
	period		tips
<u>524-5023-3300-0000</u>	More onerous conditions	<u>524-5029-1287-0000</u>	Change in basis of payment
		<u>524-5029-1290-0000</u>	Dilution of earnings

<u>524-5029-1400-0000</u>	Retirement benefits; denial, withholding, or change in practice or policy	<u>524-5029-6275-0000</u>	Payment of insurance premiums
<u>524-5029-2500-0000</u>	Hours	<u>524-5029-6276-0000</u>	Payment of witness fees
<u>524-5029-2510-0000</u>	Change in policy regarding observance of hours of work	<u>524-5029-6277-0000</u>	Payment for idle time or jury duty
<u>524-5029-2525-0000</u>	Change in work schedule	<u>524-5029-6278-0000</u>	Payment of educational expenses
<u>524-5029-2550-0000</u>	Reduction in hours	<u>524-5029-6279-0000</u>	Payment of moving expenses
<u>524-5029-2900-0000</u>	Health and welfare benefits; denial, withholding, or change in practice or policy	<u>524-5029-6280-0000</u>	Requiring sick leave authorization
<u>524-5029-3100-0000</u>	Holidays	<u>524-5029-6281-0000</u>	Per diem and travel expenses
<u>524-5029-3150-0000</u>	Paid holiday	<u>524-5029-6284-0000</u>	Payments for transportation to work
<u>524-5029-3700-0000</u>	Bonuses	<u>524-5029-6286-0000</u>	Mileage allowance for use of personal automobile
<u>524-5029-3733-0000</u>	Discrimination in regard to bonus	<u>524-5029-6287-0000</u>	Disadvantageous change in conditions connected with job
<u>524-5029-3767-0000</u>	Withholding of bonus	<u>524-5029-6288-0000</u>	Use of company telephone, photocopying machines, etc.
<u>524-5029-4300-0000</u>	Vacation pay, policy or practice	<u>524-5029-6290-0000</u>	Free or reduced cost of product or supplies
<u>524-5029-4500-0000</u>	Withdrawal of privileges	<u>524-5029-6293-0000</u>	Use of company car or facilities
<u>524-5029-4600-0000</u>	Rollback of privileges	<u>524-5029-6300-0000</u>	Loan policy
<u>524-5029-4800-0000</u>	Grievance procedures	<u>524-5029-6400-0000</u>	Rules
<u>524-5029-5000-0000</u>	Change in business methods or operations	<u>524-5029-6500-0000</u>	Privileges; removal from work related committee
<u>524-5029-5025-0000</u>	Discriminatory formula	<u>524-5029-6800-0000</u>	Participation in discriminatory administration of insurance, pension, and other benefit plans
<u>524-5029-5030-0000</u>	Accountability policies	<u>524-5029-7500-0000</u>	Discipline
<u>524-5029-5037-0000</u>	Transfer of unit work	<u>524-5029-7525-0000</u>	Placing employee on probation
<u>524-5029-5050-0000</u>	Subcontracting	<u>524-5029-7533-0000</u>	Reprimand or warning
<u>524-5029-5051-0000</u>	Refusing new orders	<u>524-5029-7550-0000</u>	Fines
<u>524-5029-5075-0000</u>	Partial closing of business	<u>524-5029-7567-0000</u>	Discriminatory agreement regarding discipline of non-union employee
<u>524-5029-5077-0000</u>	Discontinuance of shift	<u>524-5029-8100-0000</u>	Assignment of work; withdrawals of, additions to, etc.
<u>524-5029-5081-0000</u>	Reopening of closed operation with new work force	<u>524-5029-8400-0000</u>	Revision of absenteeism and tardiness rules
<u>524-5029-5087-0000</u>	Reorganization of work system	<u>524-5029-8700-0000</u>	Refusal to grant leave
<u>524-5029-6200-0000</u>	Discontinuance of employee benefits	<u>524-5029-8900-0000</u>	Transfer or refusal of transfer
<u>524-5029-6201-0000</u>	Generally	<u>524-5029-9000-0000</u>	Denial of employer's internal discharge appeals procedure
<u>524-5029-6206-0000</u>	Free uniforms	<u>524-5029-9100-0000</u>	Discontinuing field travel
<u>524-5029-6211-0000</u>	Free tools	<u>524-5029-9200-0000</u>	Denying use of tools of trade
<u>524-5029-6212-0000</u>	Free food	<u>524-5029-9300-0000</u>	Discontinuance or reduction of cleanup time
<u>524-5029-6213-0000</u>	Use of subsidized cafeteria	<u>524-5029-9500-0000</u>	Discontinuance or reduction of washup time
<u>524-5029-6214-0000</u>	Coffee break	<u>524-5029-9600-0000</u>	Use of timeclock
<u>524-5029-6215-0000</u>	Christmas party or other social events	<u>524-5029-9700-0000</u>	Elimination of or change in job duties or classifications
<u>524-5029-6217-0000</u>	Debts withheld from pay	<u>524-5029-9800-0000</u>	Denial of union representation at interview with employer
<u>524-5029-6222-0000</u>	Credit cards	<u>524-5029-9900-0000</u>	Other
<u>524-5029-6233-0000</u>	Payments to welfare and retirement fund	524-5030 DUES CHECKOFF REVOCATIONS	
<u>524-5029-6235-0000</u>	Fund for employee borrowing	524-5034 ACTIONS AFFECTING SENIORITY	
<u>524-5029-6237-0000</u>	Savings plan	<u>524-5034-3300-0000</u>	Reduction of, or failure to grant seniority
<u>524-5029-6241-0000</u>	Paid meal period	<u>524-5034-6700-0000</u>	Discriminatory seniority policy
<u>524-5029-6250-0000</u>	Payroll advances		
<u>524-5029-6267-0000</u>	Profit-sharing plan, withholding of		
<u>524-5029-6268-0000</u>	Employee grievance committee		
<u>524-5029-6271-0000</u>	Profit-sharing payments, withholding of		
<u>524-5029-6272-0000</u>	Company transportation and/or parking space		
<u>524-5029-6273-0000</u>	Pension benefits		
<u>524-5029-6274-0000</u>	Disability benefits		

524-5034-6720-0000 Mere existence of differences
not invalid per se

524-5034-6740-0000 Strike seniority
524-5034-6750-0000 Superseniority
524-5034-6760-0000 Motive determinative
524-5034-6780-0000 Not unlawful per se

524-5040 REFUSAL TO PROMOTE

524-5045 EJECTION

524-5046 EVICTION FROM COMPANY HOUSING

524-5046-5000-0000 Cancellation of lease

524-5050 DEMOTION

524-5053 TRANSFER

524-5056 LOCKOUT

524-5056-0100-0000 Generally
524-5056-0150-0000 Not unlawful per se
524-5056-0175-0000 Employer's motivation or
intention

524-5056-0800-0000 Partial lockout

524-5056-1200-0000 Use of temporary

replacements

524-5056-1201-0000 Generally
524-5056-1233-0000 Own nonunit personnel
524-5056-1267-0000 Newly hired temporary

employees

524-5056-1400-0000 Employment of permanent
replacements

524-5056-1600-0000 In support of legitimate
bargaining position

524-5056-2000-0000 In support of legitimate
business position

524-5056-2200-0000 In support of illegal
bargaining position

524-5056-2400-0000 By nonstruck members of
employer association

524-5056-2425-0000 May be permissible

524-5056-2450-0000 Not permissible where multi-
employer bargaining abandoned

524-5056-2475-0000 Permissible to protect unitary
association bargaining

524-5056-3200-0000 Lockout limited to union
members unlawful

524-5056-3900-0000 Continuing partial lockout

524-5056-4700-0000 Effect of 8(d)(4)

524-5056-5500-0000 Effect of title II (Sec. 206)

524-5056-5800-0000 Retaliatory and to avoid
bargaining

524-5056-6200-0000 For striking or during strike

524-5056-6600-0000 For signing application for
union membership

524-5056-7000-0000 Layoff of neutral employees
as consequence of lockout

524-5056-7800-0000 Lockout to meet strike threat
may be lawful

524-5056-7850-0000 Actual strike threat and
sufficient operations problems must be shown

524-5056-8500-0000 Shutdown or discontinuance
of plant or department may be lockout

524-5056-9300-0000 Sympathetic lockout

**524-5059 SHUTDOWN OR TERMINATION OF
OPERATIONS**

524-5059-0100-0000 Generally

524-5059-3300-0000 Partial termination

524-5059-5000-0000 Resumption of operations

524-5060 RELOCATION OF OPERATIONS

524-5062 SUSPENSION

**524-5064 NONRENEWAL OF EMPLOYMENT
CONTRACT**

524-5064-5000-0000 For union or other protected
activity

**524-5065 TERMINATION OF INDEPENDENT
CONTRACTOR EMPLOYMENT**

524-5067 LAYOFF

524-5067-0100-0000 Generally

524-5067-0500-0000 For not being union member
or member of particular local

524-5067-1200-0000 For union or other protected
activity

524-5067-1900-0000 For grievance participation or
activity

524-5067-2500-0000 To avoid dealing with union

524-5067-3100-0000 To avoid effect of court
decree

524-5067-3700-0000 Discrimination in selection in
economic lay-off

524-5067-5000-0000 For attending Board hearing

524-5067-5600-0000 Of permanent employees
following lockout while replaced by temporary
employees

524-5067-5800-0000 Of reinstated strikers or still
striking employees

524-5067-6200-0000 Consequence of employer's
unlawful transfer of work

524-5067-6700-0000 Consequence of employer's
unlawful reduction of business

524-5067-7500-0000 Struck-goods clause as
defense

524-5067-8300-0000 Pursuant to union demand
because of employees' lack of union

membership

524-5067-8700-0000 To discourage support for
disfavored union

524-5073 DISCHARGE

524-5073-0100-0000 Generally

524-5073-1100-0000 What constitutes discharge

524-5073-1101-0000 Generally

524-5073-1114-0000 Constructive discharge

524-5073-1117-0000 Discharge for cause

524-5073-1121-0000 Involuntary retirement

524-5073-1128-0000 Eviction from work by fellow
employees

524-5073-1128-5000 Acquiescence by employer

524-5073-1142-0000 Impression of discharge
conveyed to employee and acquiesced in by
employer equivalent to discharge

524-5073-1156-0000 Notice of termination to
economic strikers

524-5073-1163-0000 Notice of termination to
employees in layoff status

524-5073-1164-0000 Notice of replacement to
unfair labor practice strikers

524-5073-1166-0000 Refusal to permit rescission
of resignation

524-5073-1170-0000 Pretext

524-5073-1184-0000 Transfer to another employer

524-5073-1190-0000 Transfer to independent
contractor status

524-5073-2200-0000 For engaging in protected
activity

<u>524-5073-2300-0000</u>	Using social media	<u>524-5073-8100-0000</u>	Pursuant to union demand
<u>524-5073-2400-0000</u>	For refusing to join or support favored union		because of union's preference for another member of union
524-5073-2500-0000	Refusal to do "struck" work	524-5073-8200-0000	Pursuant to union demand
524-5073-2800-0000	For refusing to identify union adherents		because employee-member did not comply with union rules
<u>524-5073-3000-0000</u>	For not renouncing union membership or not engaging in antiunion activities	<u>524-5073-8300-0000</u>	Pursuant to union demand
<u>524-5073-3300-0000</u>	For striking or during strike		because of employees' lack of union membership or membership in particular local
<u>524-5073-3325-0000</u>	Non-ULP strike	<u>524-5073-8400-0000</u>	Pursuant to union demand
<u>524-5073-3325-5000</u>	Strikers may not be discharged prior to replacement		because employees were not referred by union
<u>524-5073-3350-0000</u>	Pursuant to no-strike agreement	<u>524-5073-8500-0000</u>	Pursuant to union demand
<u>524-5073-3367-0000</u>	Economic strike		because of employees intra-union troublemaking
<u>524-5073-3375-0000</u>	ULP strike	<u>524-5073-8600-0000</u>	Pursuant to union demand
<u>524-5073-3387-0000</u>	Sympathy strike		because of employee's dues delinquency
<u>524-5073-4000-0000</u>	Of supervisor for refusal to engage in ULPs	<u>524-5073-8700-0000</u>	To discourage support for disfavored union
<u>524-5073-4300-0000</u>	For not signing union dues checkoff authorization	524-5073-8800-0000	Pursuant to subcontractor's clause
524-5073-4400-0000	For not accepting offer of better job	<u>524-5073-9100-0000</u>	As result of unlawful suspension by union
524-5073-4500-0000	For not accepting offer of supervisory position	<u>524-5073-9200-0000</u>	As result of discriminatory enforcement of rule
<u>524-5073-4600-0000</u>	For filing grievances or participating in grievance or arbitration proceedings; for making other contractual or settlement agreement claims	<u>524-5073-9300-0000</u>	As result of plant relocation or closure
<u>524-5073-4700-0000</u>	For refusing to accept nonunion working conditions	<u>524-5073-9400-0000</u>	New job standard
<u>524-5073-5000-0000</u>	For refusing to accept transfer to a different job	<u>524-5073-9500-0000</u>	As result of change in reprimand procedure
<u>524-5073-5200-0000</u>	Per se violation in application of discriminatorily promulgated plant rule	524-5073-9600-0000	As result of change in operations
<u>524-5073-5300-0000</u>	For refusing to work assigned hours	524-5073-9700-0000	Resulting from reassignment of work due to jurisdictional dispute
<u>524-5073-5400-0000</u>	For refusal to accept unlawful conditions	524-5075 PREFERENTIAL REINSTATEMENT	
<u>524-5073-5500-0000</u>	Forced resignation	524-5077 REFUSAL TO PLACE DISCRIMINATEES ON PREFERENTIAL HIRING LIST	
524-5073-5550-0000	Waiver of collective-bargaining rights	524-5079 REFUSAL TO REINSTATE	
<u>524-5073-5600-0000</u>	Advancement of employee's resignation date	<u>524-5079-0100-0000</u>	Generally
<u>524-5073-6000-0000</u>	Familial or other close relationship	<u>524-5079-1400-0000</u>	Following lay-off
<u>524-5073-6600-0000</u>	Mass discharge	<u>524-5079-1450-0000</u>	Contrary to customary practice
<u>524-5073-6800-0000</u>	To prevent employees from voting in election	<u>524-5079-2800-0000</u>	Non-ULP strikers
<u>524-5073-7100-0000</u>	Pursuant to unlawful no-solicitation rule	<u>524-5079-2801-0000</u>	Generally
<u>524-5073-7200-0000</u>	To avoid dealing with union	<u>524-5079-2813-0000</u>	Where replaced or permanently employed elsewhere
<u>524-5073-7300-0000</u>	To legitimize unlawful action against other employee(s)	<u>524-5079-2819-0000</u>	To former or substantially equivalent position
<u>524-5073-7700-0000</u>	Pursuant to illegal union-security agreement	<u>524-5079-2825-0000</u>	Except as new employees
<u>524-5073-7750-0000</u>	Pursuant to prior discriminatory warning or warnings	524-5079-2828-0000	Job absentees during strike
<u>524-5073-8000-0000</u>	Pursuant to union demand because of employees opposition to union officer	<u>524-5079-2831-0000</u>	Unconditional offer to return to work
		<u>524-5079-2834-0000</u>	Failure to follow seniority
		<u>524-5079-2837-0000</u>	Under terms of strike settlement agreement
		<u>524-5079-2850-0000</u>	Failure to reinstate replaced strikers as vacancies occur
		<u>524-5079-2874-0000</u>	Not unlawful if legitimate and substantial business justification or interfering with Board processes
		<u>524-5079-2875-0000</u>	Not unlawful absent discriminatory motivation
		524-5079-2875-5000	Waiver of lawful requirements for employment not required

<u>524-5079-2881-0000</u>	Disqualified by strike misconduct	524-5090-0183-8800	Suspension of effectiveness
524-5079-2887-0000	For considering or filing action against employer	524-5090-0183-8820	Deferral clause immaterial where illegal practices shown
<u>524-5079-2900-0000</u>	Preconditions to reinstatement	524-5090-0183-8840	Deferral must be "clear and unequivocal"
<u>524-5079-4200-0000</u>	ULP strikers	524-5090-0183-8860	May be established by parties' conduct
<u>524-5079-4201-0000</u>	Generally	524-5090-0183-8880	Must be specific
<u>524-5079-4217-0000</u>	Where replaced	524-5090-1700-0000	Scope of proviso
<u>524-5079-4219-0000</u>	To former or substantially equivalent position	524-5090-1701-0000	Generally
<u>524-5079-4233-0000</u>	Rehired as new employees	524-5090-1701-5000	Provisos A and B contain separate limitations
<u>524-5079-4250-0000</u>	Unconditional offer to return to work	524-5090-1725-0000	Discrimination for noncompliance with equal membership requirements prohibited (Proviso A)
<u>524-5079-4267-0000</u>	Strike prolonged by ULP; employer's right to choose his employees	524-5090-1725-5000	Tender of dues and fees not required
<u>524-5079-4283-0000</u>	Disqualified by strike misconduct	<u>524-5090-1750-0000</u>	Discrimination for reasons other than uniform dues and fees delinquency (Proviso B)
<u>524-5079-4291-0000</u>	Availability for work	524-5090-1775-0000	Proviso available only to compel tender of dues and fees
<u>524-5079-4500-0000</u>	Following discharge or other disciplinary action	<u>524-5090-1775-0100</u>	Generally
<u>524-5079-4900-0000</u>	Strikers in unprotected strike	524-5090-1775-1100	Acceptance of tender may not be conditional
524-5079-5600-0000	Following leave of absence	524-5090-1775-2200	Assessments not dues or fees
524-5079-5800-0000	Following vacation	524-5090-1775-3300	Fines not dues or fees
<u>524-5079-6500-0000</u>	Following Board, court or arbitrator's decision	524-5090-1775-4400	Refusal of tender unrelated to amount bars later assertion of insufficiency of amount
<u>524-5079-7000-0000</u>	Following sick leave	524-5090-1775-5500	Tender may be waived
<u>524-5079-8400-0000</u>	Following temporary shutdown or lockout	524-5090-1775-6600	Tender not required if futile
<u>524-5079-8600-0000</u>	Following quit	524-5090-1775-7700	What constitutes tender
<u>524-5080</u>	RECLASSIFICATION OF EMPLOYEES	<u>524-5090-1775-7750</u>	Checkoff authorization
<u>524-5081</u>	WITHDRAWAL OR ELIMINATION OF JOB POSTING OR CLASSIFICATION	524-5090-1775-8800	Time of tender
<u>524-5083</u>	REFUSAL TO ALLOW BIDDING ON VACANCIES	524-5090-1775-8850	Initiation fees
<u>524-5084</u>	FAILURE TO OR DELAY IN RECALL	524-5090-1783-0000	Exemption for employees who are members of and adhere to bona fide religion or sect with historical objections (See also 536-2554-7600)
<u>524-5084-3300-0000</u>	Laid-off or otherwise terminated employee	524-5090-1783-2500	Conscientious objections to joining or financially supporting labor organization
<u>524-5084-5000-0000</u>	Replaced economic striker when replacement, permanent or otherwise, leaves or is laid off	524-5090-1783-7500	Payment of equivalent sums to nonreligious tax-exempt charitable funds
<u>524-5084-7500-0000</u>	ULP strikers	524-5090-1783-7533	Where designated in contract
<u>524-5084-8700-0000</u>	Economic strikers	524-5090-1783-7567	Where not designated in contract
<u>524-5090</u>	UNION SECURITY REQUIREMENTS	524-5090-3300-0000	Types of union-security provisions or practices
<u>524-5090-0100-0000</u>	Generally	524-5090-3310-0000	Union shop
524-5090-0117-0000	Constitutionality	524-5090-3320-0000	Closed shop
524-5090-0133-0000	Burden on respondent to establish applicability of 8(a)(3) proviso	<u>524-5090-3340-0000</u>	Maintenance of membership
<u>524-5090-0150-0000</u>	Effect of dissolution of contracting union, transfer of affiliation, or change of majority status	524-5090-3340-3300	Resumption of dues payments upon rehire in unit
524-5090-0167-0000	Purpose of proviso	524-5090-3340-6700	Resignation of member during contract hiatus
<u>524-5090-0183-0000</u>	Union-security agreements	524-5090-3360-0000	Agency-shop arrangement
<u>524-5090-0183-1100</u>	Applicability	<u>524-5090-3360-5000</u>	Payment of agency fees for nonrepresentational purposes
524-5090-0183-2200	Assignment	<u>524-5090-3380-0000</u>	Effect under 14(b) of state or Tribal regulation of membership requirements
524-5090-0183-3300	Existence of agreement question of fact for Board	524-5090-3800-0000	Must be clearly expressed or explained
<u>524-5090-0183-4400</u>	Illegal provisions do not invalidate entire agreement if severable		
524-5090-0183-5500	May be established by parties' conduct		
<u>524-5090-0183-6600</u>	Oral agreements		
<u>524-5090-0183-7700</u>	Nature and purpose		

524-5090-5000-0000	Prerequisites for validity of union-security requirements	<u>524-5090-8317-0000</u>	Discharge for nonpayment of dues
524-5090-5011-0000	Good faith in execution and performance of contract	524-5090-8321-0000	Discharge for non-payment of dues obligation incurred at prior job
<u>524-5090-5011-3300</u>	Illegal purpose invalidates otherwise valid contract	524-5090-8328-0000	Hiring procedure resulting in exacting union payments within 30-day grace period
524-5090-5022-0000	Labor organization must be party	524-5090-8342-0000	Knowledge of employer that proviso (A) and (B) requirements not met
<u>524-5090-5028-0000</u>	Appropriate unit considerations	524-5090-8342-5000	Reasonable grounds for belief
<u>524-5090-5033-0000</u>	Majority status of contracting union at time of execution	<u>524-5090-8350-0000</u>	Unauthorized deduction of union dues
<u>524-5090-5033-5000</u>	Presumption of majority status at time of execution	<u>524-5090-8350-5000</u>	After revocation
524-5090-5044-0000	Nondiscriminatory purpose	524-5090-8356-0000	Retroactive application
<u>524-5090-5055-0000</u>	Oral agreement binding	<u>524-5090-8358-0000</u>	Suspension of provision
524-5090-5055-5000	State statute of frauds not applicable	524-5090-8361-0000	Application to new job locations
524-5090-5066-0000	Premature extension improper	<u>524-5090-8366-0000</u>	Applicability to after-acquired locations
524-5090-5077-0000	30-day grace period requirement	524-5090-8370-0000	Union membership not available to discriminatee on uniform terms
<u>524-5090-5077-2000</u>	Full 30 days	<u>524-5090-8384-0000</u>	Union membership terminated for reason other than nonpayment of dues and fees
524-5090-5077-4000	Employees rehired after separation from unit entitled to new grace period	<u>524-5090-8396-0000</u>	Union membership terminated without discriminatee receiving adequate notice and opportunity to comply
524-5090-5077-6000	Must be expressly provided following effective date of agreement	524-5096 HIRING, CLEARANCE AND REFERRAL AGREEMENTS AND PRACTICES	
524-5090-5077-8000	Runs from date of execution	<u>524-5096-0100-0000</u>	Generally
<u>524-5090-5088-0000</u>	Agreements in construction industry - Sec. 8(f)	<u>524-5096-0114-0000</u>	Not illegal absent actual discrimination
524-5090-6700-0000	Execution or maintenance of invalid union-security agreement	524-5096-0128-0000	Formal agreement not necessary
<u>524-5090-6701-0000</u>	Generally	524-5096-0142-0000	Agreement may not be inferred from union's unilateral conduct
524-5090-6701-5000	What constitutes execution	524-5096-0156-0000	Occasional ability of nonunion men to get work does not disprove existence of practice
524-5090-6710-0000	Contract providing for discharge for reasons other than nonpayment of dues and initiation fees	524-5096-0170-0000	Acquiescence of employer necessary
<u>524-5090-6720-0000</u>	Contract with assisted union	524-5096-0184-0000	Application for employment with knowledge of discriminatory practice not bad faith
<u>524-5090-6722-0000</u>	While question of representation pending	524-5096-2500-0000	Types of agreements and practices
524-5090-6725-0000	Members only contracts	<u>524-5096-2514-0000</u>	Hiring hall referral
524-5090-6730-0000	Contract with individual	524-5096-2514-0100	Generally
<u>524-5090-6740-0000</u>	Employer responsible for any discrimination pursuant to agreement	524-5096-2514-2000	Purpose and function
524-5090-6740-5000	8(b)(2) complaint not prerequisite to 8(a)(3) finding	524-5096-2514-4000	Excluding
524-5090-6750-0000	Failure to provide 30-day grace period	524-5096-2514-6000	Preferential
<u>524-5090-6760-0000</u>	Retention of illegal contract clause	<u>524-5096-2514-8000</u>	Nonexclusive
524-5090-6770-0000	Savings clause must be specific	524-5096-2528-0000	Work permits
524-5090-6780-0000	Suspension of provision must be communicated to employees	524-5096-2542-0000	Union member preference absent agreement
524-5090-6790-0000	Suspension must be specific	<u>524-5096-2556-0000</u>	Apprenticeship and competency examination systems
524-5090-8300-0000	Illegal enforcement of valid union- security agreement	524-5096-2570-0000	First opportunity provisions
<u>524-5090-8301-0000</u>	Generally	524-5096-2584-0000	Delegation to union of employment control
<u>524-5090-8307-0000</u>	Extension of contract to nonconsenting employees	524-5096-2584-2000	Not illegal per se
524-5090-8314-0000	Discharge for reasons other than nonpayment of fees and dues	524-5096-2584-3000	Over working conditions
		524-5096-2584-4000	Over hiring

<u>524-5096-2584-5000</u>	Appointment of stewards	524-6708-7500-0000	Favoring one union over another supports inference of discrimination where explanation of discharge inadequate
<u>524-5096-2584-6000</u>	Over seniority		
<u>524-5096-2584-8000</u>	Employer's responsibility for union's actions	<u>524-6710</u> DISPARATE TREATMENT	
<u>524-5096-5000-0000</u>	Execution and maintenance of invalid agreements and practices	<u>524-6710-0100-0000</u>	Generally
<u>524-5096-5012-0000</u>	Severability of illegal provisions	<u>524-6710-2500-0000</u>	Of discriminatee and other employees
<u>524-5096-5025-0000</u>	Agreement not illegal per se where employer not obligated to hire only union labor	<u>524-6710-5000-0000</u>	Of union and nonunion employees or applicants for employment
<u>524-5096-5050-0000</u>	Agreements incorporating closed shop provisions of union bylaws	<u>524-6710-6700-0000</u>	Of employee and supervisor
<u>524-5096-5075-0000</u>	Adherence to national and area contracts providing preferential hiring	<u>524-6710-7500-0000</u>	Of striking and nonstriking employees or returning strikers and replacements
<u>524-5096-5087-0000</u>	Provision for retention and accumulation of seniority while outside unit	<u>524-6710-8700-0000</u>	Of steward and other strikers or employees
<u>524-5096-7500-0000</u>	Illegal enforcement of valid agreements	<u>524-6713</u> DELAY IN DISCIPLINARY ACTION	
<u>524-5096-7512-0000</u>	Discriminatory interpretation and enforcement of ambiguous agreement	<u>524-6713-3300-0000</u>	After knowledge of facts relied upon to justify discipline
<u>524-5096-7525-0000</u>	Discriminatory operation of hiring hall	<u>524-6713-6700-0000</u>	After knowledge of offense relied upon to justify discipline
<u>524-5096-7537-0000</u>	Discriminatory operation of shapeup	<u>524-6715</u> DEPARTURE FROM ESTABLISHED PROCEDURES AND STANDARDS	
<u>524-5096-7550-0000</u>	Discriminatory seniority practices	<u>524-6715-0100-0000</u>	Generally
<u>524-5096-7556-0000</u>	Discriminatory interpretation of area preference or proportionate hiring	<u>524-6715-0600-0000</u>	Wages, evaluation
<u>524-5096-7562-0000</u>	Employer's knowledge of discrimination by union	<u>524-6715-1000-0000</u>	Bonus practice
<u>524-5096-7575-0000</u>	Futile application for clearance not required	<u>524-6715-1300-0000</u>	Vacations
<u>524-5096-7587-0000</u>	Lack of vacancies at time of application no defense	<u>524-6715-1500-0000</u>	Severance pay instead of notice
<u>524-5096-7587-5000</u>	Reapplication when work available not required	<u>524-6715-1600-0000</u>	Job posting or transfer
<u>524-5098</u> DISCRIMINATORY MAINTENANCE OF CONTRACT CLAUSE		<u>524-6715-2000-0000</u>	Discharge or hiring procedure
<u>524-6700</u> INDICIA OF INTENT TO ENCOURAGE OR DISCOURAGE UNION MEMBERSHIP		<u>524-6715-2500-0000</u>	Layoff procedure
<u>524-6701</u> GENERALLY		<u>524-6715-3000-0000</u>	Disciplinary policy
<u>524-6703</u> ACTION BY EMPLOYER AGAINST SELF-INTEREST		<u>524-6715-4000-0000</u>	Enforcement of plant rules
<u>524-6705</u> ADVANCE INDICATION OF INTENTION TO DISCRIMINATE		<u>524-6715-4025-0000</u>	Imposition of more stringent rules
<u>524-6705-0100-0000</u>	Generally	<u>524-6715-4050-0000</u>	Consistent enforcement rebuts discrimination
<u>524-6708</u> ANTIUNION ATTITUDE OF EMPLOYER		<u>524-6715-5500-0000</u>	Allotment of work
<u>524-6708-0100-0000</u>	Generally	<u>524-6715-6000-0000</u>	Leave practice
<u>524-6708-0150-0000</u>	Antiunion background alone insufficient to sustain finding of discrimination	<u>524-6715-6050-0000</u>	Payment of witness fees
<u>524-6708-2550-0000</u>	Failure to identify intended victims immaterial	<u>524-6715-7000-0000</u>	Recall after layoff
<u>524-6708-3700-0000</u>	Antiunion conduct found in prior Board proceedings	<u>524-6715-8000-0000</u>	Reemployment after sick leave
<u>524-6708-5000-0000</u>	Antiunion conduct and remarks subsequent to discrimination	<u>524-6715-9000-0000</u>	Reporting requirement in case of illness
<u>524-6708-5600-0000</u>	Antiunion conduct and remarks at time of discrimination	<u>524-6718</u> DIFFICULTY IN SECURING EQUALLY EXPERIENCED REPLACEMENTS	
<u>524-6708-6200-0000</u>	Antiunion conduct and remarks prior to discrimination	<u>524-6720</u> DISCRIMINATION AGAINST MEMBERS OF OTHER THAN FAVORED UNION	
		<u>524-6723</u> DISCRIMINATORY TREATMENT OF OTHER EMPLOYEES	
		<u>524-6725</u> DISPROPORTIONATE NUMBER OF UNION'S MEMBERS IN GROUP DISCRIMINATED AGAINST	
		<u>524-6725-0100-0000</u>	Generally
		<u>524-6725-2500-0000</u>	Discriminatory basis for reinstating strikers
		<u>524-6725-5000-0000</u>	Discharge, layoff, recall, hire
		<u>524-6725-7500-0000</u>	Unit (departmental or plantwide) in which disproportion is significant
		<u>524-6728</u> EXONERATION OF EMPLOYEE FROM CHARGES ALLEGED AS REASON FOR	

	DISCIPLINARY ACTION OR WRONGFULLY DISCIPLINED FOR PROTECTED ACTIVITY			
<u>524-6730</u>	FAILURE TO DISCIPLINE SAME EMPLOYEE FOR EARLIER CONDUCT OF SAME CHARACTER AS THAT RELIED ON		<u>524-6750-9000-0000</u>	Conditioned on resignation as union steward or official
<u>524-6733</u>	FAILURE TO GIVE BOARD EXPLANATION FOR DISCHARGE		<u>524-6751</u>	OFFER OF UNCONDITIONAL REINSTATEMENT AFTER LAYOFF ALLEGEDLY FOR CAUSE
<u>524-6735</u>	FAILURE TO TELL EMPLOYEE AT TIME OF DISCHARGE OR FAILURE TO HIRE THE REASON THEREFOR		<u>524-6753</u>	OFFER OF REINSTATEMENT SUBSEQUENT TO FILING OF CHARGES
524-6735-5000-0000	Failure to make accusation specific		<u>524-6755</u>	PREVIOUS MAINTENANCE OF CLOSED-SHOP CONTRACT
<u>524-6738</u>	FAILURE TO WARN EMPLOYEE PRIOR TO DISCIPLINE		<u>524-6758</u>	CHANGE OF PRIOR ATTITUDE TOWARD EMPLOYEE
<u>524-6740</u>	FALSE EXPLANATION INDICATES ANTIUNION MOTIVE		<u>524-6760</u>	PRIOR QUESTIONING OR WARNING
<u>524-6740-5000-0000</u>	Pretext		<u>524-6760-1400-0000</u>	Questioning employee concerning union
<u>524-6740-5050-0000</u>	Raised for first time at Board hearing		<u>524-6760-2800-0000</u>	Questioning others concerning discriminatee's union activities
<u>524-6743</u>	GOOD EMPLOYMENT RECORD OF DISCRIMINATEE		524-6760-4200-0000	Reprimand of dischargee for joining union
<u>524-6743-0900-0000</u>	Absence of complaints		<u>524-6760-5600-0000</u>	Threats of discharge or layoff, etc.
524-6743-1800-0000	Assignment to instruct others		<u>524-6760-7000-0000</u>	Timing (See 524-6793)
<u>524-6743-2700-0000</u>	Attendance		<u>524-6760-8400-0000</u>	Warning against solicitation or distribution
<u>524-6743-3600-0000</u>	Award for merit and ability		<u>524-6763</u>	PRIOR SURVEILLANCE
<u>524-6743-4500-0000</u>	Favorable comment		<u>524-6765</u>	REINSTATEMENT AFTER DISCHARGE
<u>524-6743-4533-0000</u>	By supervisors		<u>524-6765-5000-0000</u>	As new employee
524-6743-4567-0000	By fellow employees		<u>524-6768</u>	REPLACEMENT OF DISCRIMINATEE
524-6743-5000-0000	Employee induced to return after quitting		524-6768-0100-0000	Generally
<u>524-6743-5400-0000</u>	High rating or classification		<u>524-6768-1400-0000</u>	Additions to staff from which discriminatee was laid off for alleged lack of work
<u>524-6743-6300-0000</u>	Long service with employer		524-6768-2800-0000	After layoff for slack work
524-6743-7200-0000	Production record higher than other employees		<u>524-6768-4200-0000</u>	By inexperienced person
<u>524-6743-8100-0000</u>	Promotions, wage increases, granting requests, or promises thereof		<u>524-6768-5600-0000</u>	By new man
524-6743-9000-0000	Letter of recommendation after discharge		<u>524-6768-7000-0000</u>	By nonunion employee
<u>524-6745</u>	INVESTIGATION OF EMPLOYEE'S CONDUCT		524-6768-8400-0000	By union-preferred employees
<u>524-6748</u>	MINOR DISCRIMINATIONS AGAINST SAME EMPLOYEE		<u>524-6770</u>	INABILITY OF EMPLOYER TO KEEP UP PRODUCTION AFTER LAYOFF
524-6748-2000-0000	Assignment of inferior equipment		<u>524-6773</u>	SHORTAGE OF LABOR AT TIME OF LAYOFF OR TERMINATION OF EMPLOYMENT
524-6748-4000-0000	Failure to assign discriminatee on seniority basis		<u>524-6775</u>	RETENTION OF LESS QUALIFIED EMPLOYEE AT TIME OF DISCRIMINATORY CONDUCT
<u>524-6748-6000-0000</u>	Closely watching dischargee for faults		<u>524-6780</u>	RETENTION, REEMPLOYMENT, OR REINSTATEMENT OF OTHER EMPLOYEE GUILTY OF SAME OFFENSE
524-6748-8000-0000	Withdrawal of privileges		524-6780-5000-0000	Retention of non-union employee guilty of same offense for which discharge was made
<u>524-6750</u>	OFFER OF REINSTATEMENT ILLEGALLY CONDITIONED		<u>524-6783</u>	DISREGARD OF SENIORITY
<u>524-6750-2500-0000</u>	Surrender of previous rights and privileges		<u>524-6785</u>	LACK OF APPARENT REASON OR ADEQUATE EXPLANATION FOR ACTION
<u>524-6750-2600-0000</u>	Taking polygraph or drug test		<u>524-6788</u>	SHIFT OF GROUND IN EXPLAINING EMPLOYER'S ACTION
<u>524-6750-3700-0000</u>	Interview with management		524-6788-1400-0000	By additions to staff or by employee after changing job classification
<u>524-6750-3800-0000</u>	Refrain from Union activities		<u>524-6788-5000-0000</u>	Conflicting reasons or inconsistent theories
524-6750-5000-0000	Disclosure of other union adherents			
<u>524-6750-7500-0000</u>	Requiring examination, new job application, or other employment related documents			

**524-6790 STATEMENT MADE BY EMPLOYER
CONCERNING DISCHARGE OR OTHER
ADVERSE ACTION**

524-6790-3300-0000 After discharge or other
adverse action

524-6790-6700-0000 Prior to or at time of
discharge or other adverse action

524-6793 TIMING OF DISCRIMINATORY ACTION

524-6793-0100-0000 Generally

524-6793-1100-0000 After employee questioned
employer about benefits

524-6793-1200-0000 After employer gained
knowledge of union activity

524-6793-1300-0000 After union or employees
complained on behalf of employee

524-6793-2500-0000 Coincidence with critical
period in union movement

524-6793-2501-0000 Generally

524-6793-2511-0000 During union membership or
organizational drive

524-6793-2517-0000 Following demand for
recognition

524-6793-2518-0000 Following service of
complaint on employer

524-6793-2522-0000 Following bargaining efforts

524-6793-2533-0000 Following election of union

524-6793-2544-0000 Following identification of
principal organizers

524-6793-2555-0000 Following union
organizational meeting or other union action
(strike, obtaining settlement agreement, etc.)

524-6793-2566-0000 Following unsuccessful
election or one year following unsuccessful
election

524-6793-2572-0000 End of certification year

524-6793-2577-0000 Imminence of compulsory
collective bargaining

524-6793-2588-0000 Imminence of representation
election

524-6793-3000-0000 After strike

524-6793-5000-0000 Coincidence with other unfair
labor practices

524-6793-5020-0000 Antiunion statements

524-6793-5040-0000 Discharge or other
discriminatory treatment of other employees
for union activity

524-6793-5050-0000 Threats

524-6793-5060-0000 Interrogation

524-6793-5080-0000 Refusal to bargain

524-6793-7500-0000 Following conspicuous union
activity of discriminatees

524-6793-7512-0000 Active solicitation for union

524-6793-7519-0000 Sponsoring or circulating
petition regarding union

524-6793-7525-0000 Adverse testimony in
proceeding against employer

524-6793-7531-0000 Participation in prior unfair
labor practice or representation proceeding

524-6793-7535-0000 Wearing union insignia or
button

524-6793-7537-0000 Attendance at union meeting

524-6793-7550-0000 Membership on bargaining
committee

524-6793-7562-0000 Following bargaining efforts

524-6793-7563-0000 Processing of grievances

524-6793-7575-0000 Leadership in union
movement

524-6793-7581-0000 Filing grievance

524-6793-7584-0000 Filing intraunion charge
against supervisor

524-6793-7587-0000 Signing union card

524-6793-7589-0000 Acting as union election
observer

524-6793-8700-0000 During pendency of Board
proceeding

**524-6795 UNUSUAL SURROUNDING
CIRCUMSTANCES**

524-6795-1000-0000 Change of discriminatee's
title to supervisor before discharge without
change in duties

524-6795-1500-0000 Formality and summary
nature of dismissal

524-6795-2000-0000 Cover up and making a
record

524-6795-3000-0000 Discharge effected during
employee's absence from work

524-6795-4000-0000 Failure to consult with
supervisor regarding adverse action

524-6795-5000-0000 Refusal to reinstate employee
who allegedly quit

524-6795-6000-0000 Seeking employee's
resignation or using it to justify discipline

524-6795-7000-0000 Severe penalty for trivial
offense

524-6795-8000-0000 Suddenness of employer's
decision

524-6795-9000-0000 Transfer of department to
new plant without offer of transfer to employee

**524-8300 AFFIRMATIVE DEFENSES TO
CHARGES OF DISCRIMINATION**

524-8301 GENERALLY

524-8301-2000-0000 Act does not interfere with
normal rights of employer to select employees
or discharge them

524-8301-4000-0000 Act permits discharge for any
reason other than union activity

524-8301-4033-0000 Employer's mistaken belief as
to existence of valid cause precludes discharge
being violation of Act

524-8301-4067-0000 Employer's mistaken belief as
to protected nature of activity immaterial

524-8301-4075-0000 Employer's misinterpretation
of law no defense

524-8301-4087-0000 Purported reliance on Board
Order

524-8301-6000-0000 Mixed motives; other
grounds immaterial if encouragement or
discouragement was also purpose

524-8301-8000-0000 Valid cause for
discrimination no defense

524-8301-8025-0000 8(a)(3) not sustained where
lawful and illegal motive may be equally
inferred

524-8301-8050-0000 For cause proviso of 10(c)

524-8301-8075-0000 Cause for discharge pure
question of fact

524-8301-8087-0000 Inference of discrimination
not overcome

524-8304 DISCRIMINATEE'S ACCEPTANCE OF OTHER EMPLOYMENT PRIOR TO TIME FOR RECALL OR EMPLOYMENT

524-8305 NO VACANCY

524-8307 BUSINESS MANAGEMENT CONSIDERATIONS

<u>524-8307-0100-0000</u>	Generally
<u>524-8307-0150-0000</u>	Economic necessity does not justify ULP
<u>524-8307-0700-0000</u>	Anticipated curtailment of civilian production
<u>524-8307-1100-0000</u>	Complete cessation of business
<u>524-8307-1200-0000</u>	Subcontracting
<u>524-8307-1300-0000</u>	Reopening of closed operations with new work force
<u>524-8307-1400-0000</u>	Change to independent contractor system
<u>524-8307-1600-0000</u>	Need to keep employees working; elimination of backlog
<u>524-8307-1800-0000</u>	Noncompete agreement
<u>524-8307-2000-0000</u>	Conversion to smaller operation
<u>524-8307-2100-0000</u>	Decentralization of operations
<u>524-8307-2200-0000</u>	Reorganization
<u>524-8307-2800-0000</u>	Discontinuance of department, operation, or shift for economic reasons
<u>524-8307-2850-0000</u>	Not real reason
<u>524-8307-3500-0000</u>	Efficiency drive
<u>524-8307-3550-0000</u>	Not real reason
<u>524-8307-3600-0000</u>	Protection of confidential labor relations matters
<u>524-8307-3700-0000</u>	Avoidance of travel pay
<u>524-8307-3750-0000</u>	Not real reason
<u>524-8307-3900-0000</u>	Introduction of new equipment, production process or work shift
<u>524-8307-4200-0000</u>	Poor productivity
<u>524-8307-4250-0000</u>	Not real reason
<u>524-8307-4500-0000</u>	Feasibility or need for probationary or substitute employees
<u>524-8307-4900-0000</u>	Shortage of essential materials or equipment
<u>524-8307-4950-0000</u>	Not real reason
<u>524-8307-5200-0000</u>	Overstaffing
<u>524-8307-5250-0000</u>	Not real reason
<u>524-8307-5300-0000</u>	Fear of labor strife
<u>524-8307-5600-0000</u>	Shutdown because of defective production
<u>524-8307-6300-0000</u>	Shutdown because of inefficient operation
<u>524-8307-7000-0000</u>	Shutdown because of managerial difficulties
<u>524-8307-7700-0000</u>	Shutdown because of operational difficulties
<u>524-8307-7750-0000</u>	Not real reason
<u>524-8307-8000-0000</u>	Absorption or elimination of work duties
<u>524-8307-8400-0000</u>	Slack work or other economic necessity
<u>524-8307-8433-0000</u>	Not real reason
<u>524-8307-8450-0000</u>	Adequately established

524-8307-8467-0000 Reasonable basis for selecting those to be laid off first, recalled first, or discharged or hired

524-8307-8467-2500 Efficiency of employee

524-8307-8467-5000 Where employee rehired soon after discharge

524-8307-8467-7500 Where basis for selection for layoff or recall unreasonable

524-8307-8800-0000 Completion of work

524-8307-9100-0000 Transfer of employees or department to new plant or another location

524-8307-9133-0000 Rejected where not in good faith

524-8307-9167-0000 Sustained where economically justified

524-8307-9600-0000 Likelihood of claims against employer

524-8309 ACTION REQUIRED TO MAINTAIN NEUTRALITY

524-8310 ACTION TAKEN AT REQUEST OF UNION

524-8311 BUSINESS DISRUPTION

524-8311-3300-0000 Refusal of other employees to work with discriminatee

524-8311-6700-0000 Slowing production

524-8312 HOSTILITY OF OTHER EMPLOYEES TOWARD DISCRIMINATEE

524-8314 EMPLOYER POLICY AGAINST HIRING

524-8314-2500-0000 Discharged employee

524-8314-3800-0000 Employees of predecessor employer

524-8314-5000-0000 Members of employee's family

524-8314-7500-0000 At lower rated position than originally offered or lower pay than previously earned

524-8314-8700-0000 Job applicant on layoff status with another employer

524-8314-8900-0000 Job applicants while on strike at another employer

524-8318 EMPLOYER POLICY AGAINST HIRING FORMER EMPLOYEES

524-8320 ALTERNATIVES TO ACTION WOULD VIOLATE OTHER SECTIONS OF NATIONAL LABOR RELATIONS ACT OR OTHER STATUTES; ATTEMPTS TO AVOID OR MINIMIZE LITIGATION

524-8322 CONTRACT PROVISION

524-8322-2000-0000 Discriminatory enforcement of provisions

524-8322-3000-0000 Superseniority and/or other benefits for union officials or stewards

524-8322-4000-0000 Provisions favoring majority representative's members

524-8322-5000-0000 Union security or checkoff

524-8322-6000-0000 Subcontractor's clause

524-8322-7000-0000 Benefit payments

524-8322-8000-0000 No-strike agreement

524-8326 DELAY IN DISCHARGE AFTER KNOWLEDGE OF UNION ACTIVITY CARRIED ON BY EMPLOYEE NO DEFENSE

524-8329 FAILURE OF EMPLOYEE TO APPLY FOR REINSTATEMENT

<u>524-8329-0600-0000</u>	Unconditional application	<u>524-8351-3700-0000</u>	Obtaining information from
<u>524-8329-0900-0000</u>	Manner or timeliness of		employer's private files
	application	<u>524-8351-4300-0000</u>	Intermittent, recurrent, or
<u>524-8329-1200-0000</u>	After non-ULP strike or		partial strike
	layoff	<u>524-8351-4600-0000</u>	Slowdown
524-8329-1250-0000	Application not necessary	<u>524-8351-4900-0000</u>	Refusal to perform assigned
	where custom is otherwise		duties
<u>524-8329-2500-0000</u>	Application made after	<u>524-8351-5500-0000</u>	Strike in violation of 8(d)
	vacancy already filled	<u>524-8351-5800-0000</u>	Strike in violation of 8(g)
524-8329-2531-0000	Application made after job		notice requirements
	eliminated for nondiscriminatory reasons	524-8351-6200-0000	Strike misconduct
524-8329-3700-0000	Application made for	<u>524-8351-6201-0000</u>	Generally
	unavailable job, although another job available	<u>524-8351-6233-0000</u>	Not real reason
<u>524-8329-5000-0000</u>	Mass application sufficient	<u>524-8351-6250-0000</u>	Insufficient to justify
<u>524-8329-6000-0000</u>	No defense where employer		discharge or other discipline
	unlawfully discharged striker	<u>524-8351-6255-0000</u>	Sufficient to justify discharge
<u>524-8329-6200-0000</u>	No defense when application		or other discipline
	would have been useless	<u>524-8351-6267-0000</u>	Misconduct of other striker or
524-8329-6250-0000	Renewal of application at		nonstriker no defense
	time of vacancy not required where futile	<u>524-8351-6900-0000</u>	Strike unprotected
<u>524-8329-7500-0000</u>	No defense where illegally	524-8351-7500-0000	Strike unwarranted
	conditioned	524-8351-8100-0000	Unfair labor practice
<u>524-8329-8700-0000</u>	Renewal at time of vacancy	<u>524-8351-8700-0000</u>	Unlawful interference with
	not required where application continuing		employer's business
<u>524-8332</u>	FAILURE OF EMPLOYEE TO CLAIM	<u>524-8351-8750-0000</u>	Consumer boycott
	DISCRIMINATION	524-8351-8775-0000	Work-in
<u>524-8336</u>	FAILURE OF JOB APPLICANT TO	524-8351-9300-0000	Wildcat strike, or threat
	APPLY FOR UNION CLEARANCE		thereof
<u>524-8338</u>	FALSIFICATION OF JOB APPLICATION	<u>524-8355</u>	NONUNION EMPLOYEE
<u>524-8338-5000-0000</u>	Not real reason		SIMULTANEOUSLY DISCHARGED,
<u>524-8340</u>	FAILURE OF JOB APPLICANT TO		LAI D OFF OR OTHERWISE
	DISCLOSE CONVICTION		DISCIPLINED
<u>524-8340-5000-0000</u>	Not real reason	<u>524-8356</u>	OTHER UNION ADHERENTS NOT
<u>524-8343</u>	FAILURE OF UNION TO FILE CHARGES		DISCHARGED OR OTHERWISE
	AS TO ALL UNION MEMBERS		DISCIPLINED
	DISCHARGED	<u>524-8357</u>	SIMULTANEOUS DISCHARGE OF
<u>524-8347</u>	FAILURE TO APPLY FOR OR		ANOTHER UNION ADHERENT NOT
	UNWILLINGNESS TO ACCEPT JOB		ALLEGED DISCRIMINATORY IN
<u>524-8349</u>	INABILITY OF EMPLOYER TO		COMPLAINT
	CONTACT EMPLOYEE	<u>524-8358</u>	NO CONTRACT OF OR PRIOR
<u>524-8351</u>	MISCONDUCT OF EMPLOYEE		TERMINATION OF EMPLOYMENT
<u>524-8351-0100-0000</u>	Generally	<u>524-8361</u>	PENDENCY OF DISCRIMINATION
<u>524-8351-0114-0000</u>	Condonation or provocation		CHARGES DOES NOT EXCUSE
	vitiates defense	<u>524-8363</u>	REFUSAL OF REINSTATEMENT
<u>524-8351-0128-0000</u>	Good-faith belief as to		PENDENCY OF PETITION FOR
	misconduct may be defense	<u>524-8365</u>	ELECTION
<u>524-8351-0142-0000</u>	Mistaken belief as to		REINSTATEMENT OR OFFER OF
	misconduct no defense if conduct did not in		REINSTATEMENT
	fact occur	<u>524-8365-0100-0000</u>	Generally
<u>524-8351-0156-0000</u>	What constitutes participation	<u>524-8365-1300-0000</u>	No obligation to reinstate if
524-8351-0170-0000	Violation of State court		employee abandoned his employment or
	injunction not defense per se		absence of indication to return
524-8351-0184-0000	Waiver vitiates defense	524-8365-1700-0000	Obligation to make offer of
524-8351-0600-0000	Breach of agreement not to		reinstatement for temporary employment
	interfere with production sustained	<u>524-8365-2000-0000</u>	No obligation to reinstate if
<u>524-8351-1200-0000</u>	Breach of no-strike		for sufficient, legitimate, and substantial
	agreement		business reasons
<u>524-8351-1500-0000</u>	Breach of company rules	<u>524-8365-2500-0000</u>	Offer not made in good faith
<u>524-8351-1550-0000</u>	Not real reason		no defense
<u>524-8351-1800-0000</u>	Extortion or other illegal act	<u>524-8365-3000-0000</u>	Conditions attached to offer
524-8351-2400-0000	Failure to perform emergency	<u>524-8365-3300-0000</u>	Reinstatement to position not
	duties		substantially same no defense
<u>524-8351-3100-0000</u>	Illegal strike or interference	<u>524-8365-4000-0000</u>	Offer of reinstatement but
	with operations		with different terms of employment

524-8365-5000-0000 Offer of reemployment as
new employee no defense

524-8365-6300-0000 No valid offer made
524-8365-7500-0000 Subsequent reinstatement no
defense

524-8365-8700-0000 Conditional acceptance of
offer

**524-8369 REMOVAL FROM HIRING HALL
REGISTRATION LIST REJECTED**

524-8372 REPLACEMENT

524-8372-0100-0000 Generally
524-8372-2500-0000 Offer of higher wages
524-8372-5000-0000 Non-ULP strikers may be
replaced
524-8372-5017-0000 But preferential treatment of
replacements unlawful

524-8372-5033-0000 Replacement no defense
where discriminatory

524-8372-5050-0000 Transfer of duties to other
employee

524-8372-5067-0000 Temporary employee
replacing permanent employee

524-8372-5083-0000 Timely replacement

524-8372-7500-0000 ULP strikers may not be
permanently replaced

**524-8376 RETENTION OR REEMPLOYMENT OF
UNION MEMBERS**

524-8380 SENIORITY

524-8383-5070-0000 Rule against drinking of
alcoholic beverages or gambling on job

**524-8384 UNION OR OTHER CONCERNED
ACTIVITY, NO DEFENSE**

524-8384-0100-0000 Generally

524-8384-1700-0000 Employer may discipline
employee for excessive campaign propaganda

524-8384-2500-0000 Employer may cease doing
business with another employer because of
union or nonunion activity of latter's
employees

524-8384-3300-0000 Employer may discipline
employee for union activities during work
hours

524-8384-5000-0000 Employer may discipline
supervisor

524-8384-6700-0000 Illegal objective invalidates
discipline

524-8384-8300-0000 Particular activities

524-8384-8312-0000 Activity on behalf of
noncomplying union not ground for discipline

524-8384-8325-0000 Attendance at Board or
Legislative hearings

524-8384-8331-0000 Soliciting union authorization
cards

524-8384-8337-0000 Display or wearing of union
insignia

524-8384-8350-0000 Displaying strike date notices
on company time and premises

524-8384-8356-0000 Picketing and handbilling at
another employer's premises

524-8384-8362-0000 Preparation and
dissemination of campaign propaganda

524-8384-8375-0000 Refusal to cross picket line

524-8384-8387-0000 Walkout in protest against
short layoff notice

**524-8387 UNSATISFACTORY BEHAVIOR OF
EMPLOYEE**

524-8387-0100-0000 Generally
524-8387-0300-0000 Absence from work or
lateness

524-8387-0350-0000 Not real reason

524-8387-0400-0000 Abuse of sick leave

524-8387-0450-0000 Not real reason

524-8387-0500-0000 Accidents

524-8387-0550-0000 Not real reason

524-8387-0600-0000 Overstaying vacation or leave

524-8387-0650-0000 Not real reason

524-8387-0700-0000 Slowdown

524-8387-0750-0000 Not real reason

524-8387-0800-0000 Accumulated objections or
complaints regarding employee

524-8387-0850-0000 Not real reason

524-8387-1000-0000 Argumentativeness

524-8387-1050-0000 Not real reason

524-8387-1200-0000 Arrest or conviction

524-8387-1250-0000 Not real reason

524-8387-1300-0000 Assault on fellow employee

524-8387-1350-0000 Not real reason

524-8387-1500-0000 Coercion and intimidation of
other employees

524-8387-1550-0000 Not real reason

524-8387-1600-0000 Disparaging fellow
employees

524-8387-1650-0000 employees

524-8387-1700-0000 Not real reason

524-8387-1750-0000 Racial, national origin, sexual
or religious harassment or conduct

524-8387-1800-0000 Not real reason

524-8387-1850-0000 Damage to Employers'
property or goods

524-8387-1900-0000 Not real reason

524-8387-2000-0000 Discourtesy to patrons

524-8387-2050-0000 Not real reason

524-8387-2200-0000 Customer complaints about
work

524-8387-2250-0000 Not real reason

524-8387-2300-0000 Dishonesty

524-8387-2350-0000 Not real reason

524-8387-2500-0000 Disloyalty

524-8387-2550-0000 Not real reason

524-8387-2600-0000 Violation of confidentiality

524-8387-2650-0000 Not real reason

524-8387-2800-0000 Dissension with other
employees

524-8387-2850-0000 Not real reason

524-8387-3000-0000 Drunkenness

524-8387-3050-0000 Drinking on job

524-8387-3200-0000 Falsification of production or
timecard

524-8387-3250-0000 Not real reason

524-8387-3300-0000 False statement regarding
employer's business

524-8387-3350-0000 Not real reason

524-8387-3400-0000 Falsification of insurance
claim

524-8387-3450-0000 Not real reason

524-8387-3500-0000 Falsification or alteration of
employer's records

524-8387-3550-0000 Not real reason

<u>524-8387-3600-0000</u>	Making embarrassing or harmful statements about employer	<u>524-8387-7200-0000</u>	Refusal to take test or examination for fitness on job (physical, drug, polygraph etc.)
<u>524-8387-3650-0000</u>	Not real reason	<u>524-8387-7250-0000</u>	Not real reason
<u>524-8387-3700-0000</u>	Falsification of employment application	<u>524-8387-7300-0000</u>	Refusal to perform emergency duties
<u>524-8387-3750-0000</u>	Not real reason	<u>524-8387-7400-0000</u>	Refusal to work assigned hours
<u>524-8387-3800-0000</u>	Going into other departments	<u>524-8387-7450-0000</u>	Not real reason
<u>524-8387-3850-0000</u>	Not real reason	<u>524-8387-7500-0000</u>	Sales record low
<u>524-8387-4000-0000</u>	Hostility or bad attitude toward employer	<u>524-8387-7550-0000</u>	Not real reason
<u>524-8387-4050-0000</u>	Not real reason	<u>524-8387-7800-0000</u>	Sleeping on job
<u>524-8387-4300-0000</u>	Hot-headed, surly, and ill-tempered	<u>524-8387-7850-0000</u>	Not real reason
<u>524-8387-4350-0000</u>	Not real reason	<u>524-8387-8000-0000</u>	Smoking
<u>524-8387-4400-0000</u>	Improper attire or appearance at work	<u>524-8387-8050-0000</u>	Not real reason
<u>524-8387-4450-0000</u>	Not real reason	<u>524-8387-8100-0000</u>	Use of narcotics and drugs
<u>524-8387-4500-0000</u>	Inefficiency	<u>524-8387-8150-0000</u>	Not real reason
<u>524-8387-4550-0000</u>	Not real reason	<u>524-8387-8300-0000</u>	Talking during working hours
<u>524-8387-4600-0000</u>	Malingering	<u>524-8387-8350-0000</u>	Not real reason
<u>524-8387-4650-0000</u>	Not real reason	<u>524-8387-8500-0000</u>	Troublemakers and agitators
<u>524-8387-4700-0000</u>	Violating specific instructions concerning work	<u>524-8387-8550-0000</u>	Not real reason
<u>524-8387-4750-0000</u>	Not real reason	<u>524-8387-8800-0000</u>	Uncooperativeness
<u>524-8387-4800-0000</u>	Insubordination	<u>524-8387-8850-0000</u>	Not real reason
<u>524-8387-4850-0000</u>	Not real reason	<u>524-8387-8900-0000</u>	Abuse of employee privileges
<u>524-8387-4900-0000</u>	Emotional outburst	<u>524-8387-8950-0000</u>	Not real reason
<u>524-8387-4950-0000</u>	Not real reason	<u>524-8387-9000-0000</u>	Union or other concerted activity no defense
<u>524-8387-5000-0000</u>	Interference with other employees	<u>524-8387-9100-0000</u>	Possibility of litigation against employer
<u>524-8387-5050-0000</u>	Not real reason	<u>524-8387-9150-0000</u>	Not real reason
<u>524-8387-5300-0000</u>	Leaving early	<u>524-8387-9200-0000</u>	Unauthorized or disruptive behavior
<u>524-8387-5350-0000</u>	Not real reason	<u>524-8387-9250-0000</u>	Not real reason
<u>524-8387-5400-0000</u>	Failure to adhere to meal or break schedule	<u>524-8387-9300-0000</u>	Unsatisfactory work
<u>524-8387-5450-0000</u>	Not real reason	<u>524-8387-9350-0000</u>	Not real reason
<u>524-8387-5500-0000</u>	Loafing or laziness	<u>524-8387-9400-0000</u>	Outside business or activities
<u>524-8387-5550-0000</u>	Not real reason	<u>524-8387-9450-0000</u>	Not real reason
<u>524-8387-5800-0000</u>	Loss, theft, or borrowing of employer's property	<u>524-8387-9500-0000</u>	Violence or threat thereof
<u>524-8387-5850-0000</u>	Not real reason	<u>524-8387-9550-0000</u>	Not real reason
<u>524-8387-6000-0000</u>	Neglect of work	<u>524-8387-9600-0000</u>	Acting in derogation of bargaining representative
<u>524-8387-6050-0000</u>	Not real reason	<u>524-8387-9700-0000</u>	Illegal activity
<u>524-8387-6300-0000</u>	Negligence	<u>524-8387-9750-0000</u>	Not real reason
<u>524-8387-6350-0000</u>	Not real reason	<u>524-8387-9800-0000</u>	Sabotage
<u>524-8387-6400-0000</u>	Unwarranted complaints against supervisory personnel	<u>524-8387-9850-0000</u>	Not real reason
<u>524-8387-6450-0000</u>	Not real reason	<u>524-8387-9900-0000</u>	Other
<u>524-8387-6500-0000</u>	Use of obscenity or profanity or engaging in other indecent conduct	<u>524-8387-9950-0000</u>	Not real reason
<u>524-8387-6550-0000</u>	Not real reason	524-8390 UNSATISFACTORY QUALIFICATIONS OR CHARACTERISTICS	
<u>524-8387-6700-0000</u>	Refusal to accept job assignment or promotion	<u>524-8390-0100-0000</u>	Generally
<u>524-8387-6750-0000</u>	Not real reason	<u>524-8390-1700-0000</u>	Disease and physical incapacity
<u>524-8387-6800-0000</u>	Refusal to work overtime	<u>524-8390-1750-0000</u>	Not real reason
<u>524-8387-6850-0000</u>	Not real reason	<u>524-8390-3300-0000</u>	Failure to qualify for bond or insurance
<u>524-8387-6900-0000</u>	Poor attitude at work	<u>524-8390-3350-0000</u>	Not real reason
<u>524-8387-6950-0000</u>	Not real reason	<u>524-8390-5000-0000</u>	Incompetence
<u>524-8387-7000-0000</u>	Profanity or abusive language used against supervisor	<u>524-8390-5050-0000</u>	Not real reason
<u>524-8387-7050-0000</u>	Not real reason	<u>524-8390-6700-0000</u>	Inexperience
<u>524-8387-7100-0000</u>	Harassing, threatening, etc. of supervisors	<u>524-8390-6750-0000</u>	Not real reason
<u>524-8387-7150-0000</u>	Not real reason	<u>524-8390-7500-0000</u>	Failure to qualify due to government regulation
		<u>524-8390-7550-0000</u>	Not real reason

<u>524-8390-7700-0000</u>	Failure to complete requirements or lack of potential for promotion	<u>524-8393-5051-0000</u>	Rule providing for dismissal following customer complaints
<u>524-8390-7750-0000</u>	Not real reason	<u>524-8393-5052-0000</u>	Store's rules regarding employees' personal purchases
<u>524-8390-7900-0000</u>	Illegal alien status	<u>524-8393-5053-0000</u>	Rule concerning reimbursement of employee expenses
<u>524-8390-7950-0000</u>	Not real reason	<u>524-8393-5054-0000</u>	Rule against leaving machine or work area
<u>524-8390-8100-0000</u>	Alien employee's expiring visa	<u>524-8393-5055-0000</u>	Rule concerning company passes
<u>524-8390-8150-0000</u>	Not real reason	<u>524-8393-5056-0000</u>	Rule against tampering with or altering employer's equipment, materials or documents
<u>524-8390-8300-0000</u>	Prison or arrest record	<u>524-8393-5057-0000</u>	Rule concerning the providing to customers of free or reduced merchandise
<u>524-8390-8350-0000</u>	Not real reason	<u>524-8393-5059-0000</u>	Rule against wasting time or material
<u>524-8390-8600-0000</u>	Qualifications for job	<u>524-8393-5060-0000</u>	Rule regarding searching employee's property
<u>524-8390-8650-0000</u>	Not real reason	<u>524-8393-5061-0000</u>	Rule against destruction of property
<u>524-8390-9100-0000</u>	Failure of performance testing	<u>524-8393-5063-0000</u>	Rule against leaving work without permission
<u>524-8390-9150-0000</u>	Not real reason	<u>524-8393-5065-0000</u>	Rule concerning employees' personal use of company material
<u>524-8390-9300-0000</u>	Lack of proper credentials for job	<u>524-8393-5067-0000</u>	Rule against leaving before quitting time
<u>524-8390-9350-0000</u>	Not real reason	<u>524-8393-5070-0000</u>	Rule against drinking alcoholic beverages or gambling on job
<u>524-8390-9600-0000</u>	Political views or activity	<u>524-8393-5072-0000</u>	Rule against wearing union insignia
<u>524-8390-9800-0000</u>	Inability to speak or understand English	<u>524-8393-5075-0000</u>	Rule regarding use of telephone
<u>524-8393</u>	VIOLATION OF RULES AND STANDARDS	<u>524-8393-5076-0000</u>	Rule against conflicts of interest
<u>524-8393-0100-0000</u>	Generally	<u>524-8393-5077-0000</u>	Rule regarding employees' nonpayment of debts or garnishment
<u>524-8393-0111-0000</u>	Conduct not within scope of rule	<u>524-8393-5078-0000</u>	Rule against nepotism
<u>524-8393-0122-0000</u>	Existence of rule not established	<u>524-8393-5081-0000</u>	Rule against outside employment
<u>524-8393-0133-0000</u>	Not real reason	<u>524-8393-5083-0000</u>	Rule concerning work assignments
<u>524-8393-0144-0000</u>	Rule commonly violated and not similarly punished	<u>524-8393-5084-0000</u>	Rule against fighting
<u>524-8393-0155-0000</u>	Rule discriminatorily or arbitrarily applied	<u>524-8393-5085-0000</u>	Rule against personal conversations during working time
<u>524-8393-0166-0000</u>	Rule invalid	<u>524-8393-5086-0000</u>	Rule against use of profanity or improper behavior
<u>524-8393-0177-0000</u>	Rule not communicated to employees	<u>524-8393-5087-0000</u>	Rule concerning splitting commissions
<u>524-8393-0188-0000</u>	Rule not enforced	<u>524-8393-5088-0000</u>	Rules concerning company vehicles or equipment
<u>524-8393-2500-0000</u>	Discipline always meted out for breach of rule	<u>524-8393-5090-0000</u>	Speed regulations
<u>524-8393-5000-0000</u>	Types of rules	<u>524-8393-5095-0000</u>	Rules regarding appearance or attire
<u>524-8393-5007-0000</u>	Prohibition against interfering with production	<u>524-8393-5097-0000</u>	Prohibition against taking pictures in plant area
<u>524-8393-5009-0000</u>	No-loitering rule	<u>524-8396</u>	VOLUNTARY QUIT OR LAYOFF
<u>524-8393-5013-0000</u>	Prohibiting unauthorized presence in work area	<u>524-8398</u>	STRIKE SETTLEMENT AGREEMENT
<u>524-8393-5018-0000</u>	No smoking, no eating, etc.	<u>524-8399</u>	GRIEVANCE/ARBITRATION
<u>524-8393-5027-0000</u>	No-solicitation and/or no-distribution and/or no-access rule		PROCEEDINGS AND/OR AWARD OR SETTLEMENT
<u>524-8393-5030-0000</u>	Confidentiality		
<u>524-8393-5031-0000</u>	Lunch period rules		
<u>524-8393-5036-0000</u>	Prohibition against group presentation of grievances		
<u>524-8393-5040-0000</u>	Time-card rules		
<u>524-8393-5045-0000</u>	Reporting or giving notice of absences		
<u>524-8393-5046-0000</u>	Rule against making false, vicious, or malicious statements concerning employees, employer, or its product		
<u>524-8393-5047-0000</u>	Leave of absence rules		
<u>524-8393-5048-0000</u>	Break time or use of restroom		
<u>524-8393-5049-0000</u>	Rules regarding performance of personal work		
<u>524-8393-5050-0000</u>	Safety and job performance rules		

530	EMPLOYER OBLIGATION TO BARGAIN - (SECTION 8(a)(5))	530-2075-0100-0000	Generally
		530-2075-0125-0000	Formal designation not required
		530-2075-0150-0000	Not required unless employer challenges majority
530-0100	GENERALLY	530-2075-0167-0000	Membership in union
530-0133	NATURE AND PURPOSE OF COLLECTIVE BARGAINING	530-2075-0175-0000	Testimony of employees or union representative
530-0133-3300-0000	Prevention of strikes	530-2075-3300-0000	Certification of Board election results
530-0133-6700-0000	To supersede individual agreements	530-2075-5000-0000	Dues checkoff cards
530-0167	APPROPRIATENESS OF UNIT AS PREREQUISITE	530-2075-6700-0000	Authorization cards
530-2000	CONDITIONS PRECEDENT TO OBLIGATION TO BARGAIN	530-2075-6701-0000	Generally
530-2025	REQUEST FOR RECOGNITION AND BARGAINING	530-2075-6717-0000	Form of card
530-2025-0100-0000	Generally	530-2075-6717-3300	Single purpose designation of representatives
530-2025-0133-0000	Language must be viewed in its entirety	530-2075-6717-6700	Dual purpose designation of representative and to obtain election
530-2025-0167-0000	Bargaining demands not waived by filing petition	530-2075-6733-0000	Proof of validity
530-2025-0175-0000	Bargaining demands not waived by filing unfair labor practice charges	530-2075-6733-1000	Burden on General Counsel
530-2025-0183-0000	Request not necessary where futile	530-2075-6733-2000	Method of authentication
530-2025-0190-0000	Failure to request	530-2075-6733-2014	Testimony of solicitor
530-2025-3300-0000	Elements of request	530-2075-6733-2021	Photocopy of original
530-2025-3317-0000	Implied request to bargain	530-2075-6733-2028	Testimony of signer
530-2025-3317-2500	Demand for recognition or to begin negotiations	530-2075-6733-2042	Affidavit of signer
530-2025-3317-5000	Strike action following refusal of initial request	530-2075-6733-2049	Testimony of witness to attempted withdrawal
530-2025-3317-7500	Submission of proposal sufficient	530-2075-6733-2056	Testimony of witness to signing
530-2025-3317-8700	Request for information	530-2075-6733-2063	Nonexpert testimony of one familiar with signer's handwriting
530-2025-3333-0000	Must be unconditional	530-2075-6733-2070	Signature comparisons
530-2025-3350-0000	Must be made by authorized agent	530-2075-6733-2084	Due course delivery of card to union
530-2025-3367-0000	Must request appropriate unit	530-2075-6733-4000	Adequacy of card on its face
530-2025-3383-0000	Must specify unit sought	530-2075-6733-4017	Unsigned or missigned cards
530-2025-5000-0000	Forms of request	530-2075-6733-4025	Signed by other than employee
530-2025-6700-0000	Continuing request	530-2075-6733-4033	Alterations
530-2025-8400-0000	Absence of request	530-2075-6733-4050	Undated, improperly dated or not current
530-2050	Majority status of representative	530-2075-6733-4059	Cards dated subsequent to date of request
530-2050-0100-0000	Generally	530-2075-6733-4067	Language of card
530-2050-1200-0000	Majority status as prerequisite	530-2075-6733-4083	Other
530-2050-2500-0000	Determination of status	530-2075-6733-5000	Failure to read card before signing
530-2050-5000-0000	Exclusive power of Board to determine	530-2075-6733-6000	Failure to substantiate signature after challenge
530-2050-5033-0000	Cannot be contractually settled	530-2075-6733-8000	Failure to challenge after examination
530-2050-5067-0000	May be determined in ULP proceeding	530-2075-6733-8700	Ratification of designation
530-2050-5083-0000	Established by Board certification	530-2075-6733-9000	Unrevoked authorizations
530-2050-6200-0000	Employer's doubt of majority status immaterial	530-2075-6733-9050	Employer engaged in ULPs
530-2050-7500-0000	Imposition of majority choice on minority	530-2075-6733-9500	Untimely revocation/withdrawal of card
530-2050-7533-0000	Broad public purpose justifies rule	530-2075-6767-0000	Circumstances impeaching validity of cards
530-2050-7567-0000	Constitutionality	530-2075-6767-0100	Generally
530-2075	PROOF OF DESIGNATION	530-2075-6767-0150	Testimony of employees as to subjective intent of own designation not admissible
		530-2075-6767-0800	Misrepresentation in solicitation

<u>530-2075-6767-0814</u>	For election only	<u>530-3067-7500-0000</u>	Not obligated to file petition
<u>530-2075-6767-0828</u>	Dual purpose cards		for election
<u>530-2075-6767-0842</u>	Ambiguous statement	<u>530-4000</u>	DURATION OF OBLIGATION TO
<u>530-2075-6767-0856</u>	Majority of employees		RECOGNIZE AND BARGAIN
	already signed	<u>530-4001</u>	GENERALLY
<u>530-2075-6767-0870</u>	Secrecy of card	<u>530-4001-3300-0000</u>	Agency principles not
<u>530-2075-6767-0884</u>	Other		controlling
<u>530-2075-6767-1600</u>	Coercion in solicitation	<u>530-4001-6700-0000</u>	Time runs from Board order
<u>530-2075-6767-1617</u>	Waiver of reduction of fees		or settlement
<u>530-2075-6767-1633</u>	Threats of job loss or other	<u>530-4020</u>	CERTIFIED REPRESENTATIVE
	reprisal	<u>530-4020-0100-0000</u>	Generally
<u>530-2075-6767-1650</u>	Intimidation	<u>530-4020-2000-0000</u>	Presumption of continued
<u>530-2075-6767-1667</u>	Employer activity		majority
<u>530-2075-6767-1683</u>	Other	<u>530-4020-2033-0000</u>	Irrebuttably presumed for 1
<u>530-2075-6767-2500</u>	Inducements or promises in		year
	solicitation	<u>530-4020-2033-2500</u>	Absent unusual
<u>530-2075-6767-3300</u>	Capacity of signer		circumstances
<u>530-2075-6767-3317</u>	Inability to read or write	<u>530-4020-2033-5000</u>	Where certification enforced
<u>530-2075-6767-3325</u>	Non-english speaking		in ULP proceeding, year dates from time
	employees		employer commences bargaining
<u>530-2075-6767-3333</u>	Under legal age	<u>530-4020-2067-0000</u>	Rebuttably presumed after 1
<u>530-2075-6767-3350</u>	Mental incapacity		year
<u>530-2075-6767-3367</u>	Countervailing	<u>530-4020-2067-5000</u>	Free of unfair labor practices
	considerations	<u>530-4020-4000-0000</u>	Certification by Board
<u>530-2075-6767-3383</u>	Other	<u>530-4020-6000-0000</u>	Certification by other agency
<u>530-2075-6767-4100</u>	Solicitation by supervisors	<u>530-4020-7000-0000</u>	Card check certification by
	and/or management personnel		impartial arbitrator
<u>530-2075-6767-5000</u>	Signing or delivery of card to	<u>530-4020-8000-0000</u>	Initial multiemployer
	union after demand for recognition		certification as basis for status in current
<u>530-2075-6767-5800</u>	Dual or multiple		single-employer unit
	authorizations	<u>530-4025</u>	REPRESENTATIVES UNDER
<u>530-2075-6767-6600</u>	Purported withdrawal of card		CONTRACT
<u>530-2075-6767-7500</u>	Nonmembership or	<u>530-4025-0100-0000</u>	Generally
	nonpayment of dues and fees to designated	<u>530-4025-2500-0000</u>	Majority status irrebuttably
	union		presumed during term of contract
<u>530-2075-6767-7900</u>	Designation of union's	<u>530-4025-5000-0000</u>	Majority status rebuttably
	predecessor		presumed after expiration of contract
<u>530-2075-6767-8100</u>	Designation of wrong	<u>530-4025-7500-0000</u>	Contract of predecessor
	employer		employer
<u>530-2075-6767-8300</u>	Strike	<u>530-4025-7550-0000</u>	Adoption of collective
<u>530-2075-6767-9100</u>	Employer knowledge		bargaining agreement by conduct
<u>530-2075-6775-0000</u>	Lost or misplaced cards	<u>530-4025-8300-0000</u>	Presumption resulting from
<u>530-2075-6783-0000</u>	Designations as joint		long bargaining history
	representatives	<u>530-4040</u>	VOLUNTARILY RECOGNIZED
<u>530-2075-6784-0000</u>	Designation of merged union		REPRESENTATIVES
<u>530-2075-6785-0000</u>	Designation of international	<u>530-4040-0100-0000</u>	Generally
	rather than local	<u>530-4040-5000-0000</u>	Presumption of majority
<u>530-3000</u>	EMPLOYER OBLIGATION TO		status
	RECOGNIZE ON REQUEST	<u>530-4040-5025-0000</u>	Voluntary recognition raises
<u>530-3001</u>	GENERALLY		presumption of regularity that their
<u>530-3033</u>	EMPLOYER RESPONSE TO REQUEST		representative had majority status
<u>530-3067</u>	MAY DECLINE TO RECOGNIZE	<u>530-4040-5037-0000</u>	Contract creates irrebuttable
	WITHOUT ELECTION		presumption of continuing majority status of
<u>530-3067-0100-0000</u>	Generally		union
<u>530-3067-1500-0000</u>	Unless right to election is	<u>530-4040-5037-5000</u>	Contract of predecessor
	waived		employer
<u>530-3067-2500-0000</u>	Unless engaged in ULP	<u>530-4040-5042-0000</u>	Presumption resulting from
	precluding fair election		long bargaining history
<u>530-3067-3700-0000</u>	Where not engaged in ULP	<u>530-4040-5048-0000</u>	Presumption arising from
	precluding fair election		dealing with union
<u>530-3067-5000-0000</u>	Unless having independent	<u>530-4040-5050-0000</u>	Irrebuttably presumed for
	knowledge of union majority		reasonable period
<u>530-3067-6200-0000</u>	Notwithstanding independent	<u>530-4040-5075-0000</u>	Rebuttably presumed after
	knowledge of union majority		reasonable period

530-4040-5090-0000	Withdrawal from multiemployer bargaining unit	<u>530-4080-5012-0000</u>	Employer's information concerning employee dissatisfaction with union
530-4040-7500-0000	Initial multi-employer contract as basis for status in current single- employer unit	<u>530-4080-5012-0100</u>	Generally
<u>530-4050</u>	SETTLEMENT AGREEMENT WITH OR WITHOUT BARGAINING PROVISION	<u>530-4080-5012-0125</u>	Evidence obtained during certification year
<u>530-4055</u>	REPRESENTATIVE SUBJECT TO BARGAINING ORDER IN LITIGATION	<u>530-4080-5012-0150</u>	Must come from employees and not employer on their behalf
<u>530-4060</u>	REPRESENTATIVE RECOGNIZED PURSUANT TO REMEDIAL ORDER	<u>530-4080-5012-1700</u>	Through statements of employees
<u>530-4060-5000-0000</u>	Presumption of majority status	530-4080-5012-3300	Meeting of employees
<u>530-4060-5033-0000</u>	Irrebuttably presumed for reasonable period	<u>530-4080-5012-4000</u>	Poll/survey/election by employee
530-4060-5067-0000	Rebuttably presumed after reasonable period	<u>530-4080-5012-5000</u>	Polling by employer
<u>530-4070</u>	TERMINATION BY LOSS OF VIABLE RELATIONSHIP	<u>530-4080-5012-6700</u>	Written communications from employees
<u>530-4075</u>	TERMINATION BY WITHDRAWAL OF RECOGNITION	<u>530-4080-5012-8300</u>	Employee support of rival union
<u>530-4080</u>	TERMINATION OF OBLIGATION BY EMPLOYER BECAUSE OF REPRESENTATIVE'S LOSS OF MAJORITY STATUS	<u>530-4080-5012-9900</u>	From other sources
<u>530-4080-0100-0000</u>	Generally	<u>530-4080-5018-0000</u>	Employee support or lack thereof of incumbent's strike
<u>530-4080-0112-0000</u>	Loss of majority in recognized unit	<u>530-4080-5024-0000</u>	Checkoff authorizations
<u>530-4080-0125-0000</u>	Belief in loss of majority must be based upon objective consideration	530-4080-5024-2500	Voluntary
<u>530-4080-0150-0000</u>	Belief must be held in good faith and not advanced to gain time to undermine union	<u>530-4080-5024-5000</u>	Pursuant to union security
<u>530-4080-0175-0000</u>	Withdrawal of recognition must be at appropriate time in relation to	<u>530-4080-5024-6700</u>	Decrease in authorizations
<u>530-4080-0175-2000</u>	Certification	<u>530-4080-5024-7500</u>	Revocations
<u>530-4080-0175-4000</u>	Voluntary recognition	<u>530-4080-5030-0000</u>	Internal union activities as evidence of lack of support
<u>530-4080-0175-4050</u>	Requirement of affirmative showing of loss of majority	<u>530-4080-5030-3300</u>	Nonpayment of dues or fees
<u>530-4080-0175-6000</u>	Recognition pursuant to Board order	<u>530-4080-5030-4700</u>	Union placed in trusteeship
<u>530-4080-0175-7000</u>	Successorship	<u>530-4080-5030-5000</u>	Nonmembership in Union
<u>530-4080-0175-8000</u>	Contract	<u>530-4080-5030-5500</u>	Resignation from union or crossing picket line
<u>530-4080-0175-8033</u>	Refusal to negotiate renewal of contract while continuing recognition under current one	<u>530-4080-5030-6500</u>	Lack of employee presence at negotiating sessions
<u>530-4080-0175-8067</u>	Timely filing of petition for election	<u>530-4080-5030-6700</u>	Absence of or nonattendance at meetings
<u>530-4080-0175-8070</u>	During pendency of decertification proceeding	<u>530-4080-5036-0000</u>	Inactivity by union
<u>530-4080-0175-9000</u>	Settlement agreement	<u>530-4080-5036-2500</u>	Lack of communication with employer
530-4080-5000-0000	Objective Considerations Evaluated in Establishing Employer's Doubt of Majority Status	<u>530-4080-5036-5000</u>	Lack of communication or contact with employees
<u>530-4080-5001-0000</u>	Generally	<u>530-4080-5036-7000</u>	Failure to request bargaining
<u>530-4080-5006-0000</u>	Claims asserted by rival union	<u>530-4080-5036-7500</u>	Failure to file grievances
<u>530-4080-5006-2500</u>	By representation petition	<u>530-4080-5039-0000</u>	Conduct of union during negotiations
<u>530-4080-5006-5000</u>	By other means	<u>530-4080-5042-0000</u>	Union animus
<u>530-4080-5006-7500</u>	Employer's reaction to rival claims	<u>530-4080-5042-3300</u>	Employer's ULP as affecting asserted reasonable grounds
<u>530-4080-5009-0000</u>	Voluntary recognition without election	<u>530-4080-5042-6700</u>	Hiring practices
		530-4080-5048-0000	Prior bargaining relationship
		<u>530-4080-5048-3300</u>	With incumbent
		530-4080-5048-6700	With unions in other units
		<u>530-4080-5051-0000</u>	Unlawful recognition of and relationship with union
		<u>530-4080-5054-0000</u>	Employer's response to request to bargain
		530-4080-5060-0000	Union's willingness to demonstrate majority
		530-4080-5060-3300	At employer's request
		<u>530-4080-5060-6700</u>	Union offer to prove majority
		<u>530-4080-5066-0000</u>	Change in unit composition
		<u>530-4080-5066-2500</u>	Employee turnover
		530-4080-5066-3000	Retirement

<u>530-4080-5066-3700</u>	Change in Operations	<u>530-4850-4500-0000</u>	Change in corporate structure
<u>530-4080-5066-5000</u>	Substantial reduction in work force	<u>530-4850-6700-0000</u>	Successor employer
<u>530-4080-5066-7500</u>	Substantial increase in work force	<u>530-4850-6750-0000</u>	Unusual Circumstances
<u>530-4080-5072-0000</u>	Replacement of strikers	<u>530-4850-7500-0000</u>	Joint or single employer
<u>530-4080-5078-0000</u>	Lapse of time since bargaining relationship established	<u>530-4850-7550-0000</u>	Double-breasted operations
<u>530-4080-5078-2500</u>	Certified	<u>530-4850-8700-0000</u>	Bankruptcy trustee or debtor-in-possession
<u>530-4080-5078-5000</u>	Voluntary	<u>530-4850-9100-0000</u>	Purchaser of assets or stock
<u>530-4080-5078-7500</u>	Remedial order	<u>530-4875</u> OBLIGATION TO HONOR NONCONTRACT CONDITIONS OF EMPLOYMENT	
<u>530-4080-5080-0000</u>	Deauthorization movement	<u>530-4875-3300-0000</u>	Alter ego of employer
<u>530-4080-5084-0000</u>	Decertification movement	<u>530-4875-6700-0000</u>	Successor employer
<u>530-4080-5084-5000</u>	Decertification petition	<u>530-4875-8700-0000</u>	Bankruptcy trustee or debtor-in-possession
<u>530-4080-5087-0000</u>	majority support Incumbent union's organizational efforts	<u>530-5400</u> EFFECT UPON OBLIGATION OF CHANGE IN IDENTITY OF EMPLOYEE REPRESENTATIVE	
<u>530-4080-5088-0000</u>	Loss of election	<u>530-5600</u> JOINT REPRESENTATIVE BARGAINING	
<u>530-4080-5090-0000</u>	Margin of union's certification election victory	<u>530-5700</u> MULTIEMPLOYER BARGAINING	
<u>530-4080-5090-3300</u>	Narrow margin	<u>530-5701</u> GENERALLY	
<u>530-4080-5090-6700</u>	Lack of employee participation in election	<u>530-5714</u> INTENT OF EMPLOYERS	
<u>530-4080-5093-0000</u>	Filing of petition for election by employer	<u>530-5728</u> STRUCTURE OF ASSOCIATION	
<u>530-4080-5096-0000</u>	Conduct indicating contemplated challenge of majority at end of certification year	<u>530-5728-3300-0000</u>	Informal
<u>530-4080-5096-3300</u>	Insistence on expiration of contract coterminus with expiration of certification year	<u>530-5728-6700-0000</u>	Formal
<u>530-4080-5096-6700</u>	Dilatory tactics	<u>530-5742</u> AUTHORITY OF ASSOCIATION	
<u>530-4090</u> TERMINATION OF OBLIGATION BY EMPLOYER BY CHANGED CIRCUMSTANCES		<u>530-5756</u> UNION ASSENT TO MULTIEMPLOYER BARGAINING OF EMPLOYER	
<u>530-4090-0100-0000</u>	Generally	<u>530-5770</u> WITHDRAWAL FROM MULTIEMPLOYER BARGAINING	
<u>530-4090-3000-0000</u>	Affiliation change	<u>530-5770-0100-0000</u>	Generally
<u>530-4090-4000-0000</u>	Change in collective bargaining representative	<u>530-5770-1200-0000</u>	Timely and unequivocal
<u>530-4090-5000-0000</u>	Change in unit; merger, consolidation, accretion, etc.	<u>530-5770-1250-0000</u>	Employer's conduct inconsistent with valid withdrawal
<u>530-4090-5500-0000</u>	Technological changes	<u>530-5770-2500-0000</u>	Untimely
<u>530-4090-6000-0000</u>	Merger of unions	<u>530-5770-2501-0000</u>	Generally
<u>530-4090-7500-0000</u>	Relocation of plant or certain operations	<u>530-5770-2517-0000</u>	During certification year
<u>530-4800</u> EFFECT UPON OBLIGATION OF CHANGE IN IDENTITY OF EMPLOYER		<u>530-5770-2533-0000</u>	During contract term
<u>530-4801</u> GENERALLY		<u>530-5770-2550-0000</u>	Where negotiations had begun
<u>530-4825</u> OBLIGATION TO RECOGNIZE AND BARGAIN		<u>530-5770-2567-0000</u>	Where question concerning representation pending
<u>530-4825-3300-0000</u>	Alter ego of employer	<u>530-5770-2583-0000</u>	Absent unusual circumstances
<u>530-4825-5000-0000</u>	Joint or single employer	<u>530-5770-3100-0000</u>	Unusual circumstances permitting untimely withdrawal
<u>530-4825-5050-0000</u>	Double-breasted operations	<u>530-5770-3700-0000</u>	Consent to untimely withdrawal
<u>530-4825-6700-0000</u>	Successor employer	<u>530-5770-3733-0000</u>	Consent of union
<u>530-4825-7500-0000</u>	Change in corporate structure	<u>530-5770-3767-0000</u>	Consent of Employer Association
<u>530-4825-8700-0000</u>	Bankruptcy trustee or debtor-in-possession	<u>530-5770-3784-0000</u>	Mutual consent of Union and Employer Association
<u>530-4825-9100-0000</u>	Purchaser of stock or assets	<u>530-5770-5000-0000</u>	Interim agreements
<u>530-4850</u> OBLIGATION TO HONOR CONTRACT		<u>530-5770-7500-0000</u>	Dissatisfaction with contract terms
<u>530-4850-0100-0000</u>	Generally	<u>530-5770-8700-0000</u>	Adoption of parts of contract
<u>530-4850-2500-0000</u>	Subsidiaries	<u>530-5784</u> WITHDRAWAL OF UNION FROM MULTIEMPLOYER BARGAINING	
<u>530-4850-2900-0000</u>	Lessor-lessee operation	<u>530-5784-0100-0000</u>	Generally
<u>530-4850-3300-0000</u>	Alter ego of employer	<u>530-5784-3300-0000</u>	Timely
<u>530-4850-3350-0000</u>	Unusual circumstances	<u>530-5784-6700-0000</u>	Untimely where negotiations begun

<u>530-5784-6733-0000</u>	Absent mutual consent	<u>530-6017-7550-0000</u>	Disciplinary proceedings
<u>530-5784-6767-0000</u>	Absent unusual circumstances	<u>530-6017-7575-0000</u>	Investigation of misconduct
<u>530-5791</u>	INDIVIDUAL BARGAINING WITH UNION DURING MULTIEMPLOYER NEGOTIATIONS	<u>530-6025</u>	INVESTIGATORY INTERVIEW FOR DISCIPLINARY PURPOSES
<u>530-5800</u>	MULTIUNION BARGAINING	<u>530-6025-5000-0000</u>	Denial of union representation
<u>530-5801</u>	GENERALLY	<u>530-6033</u>	MECHANICS OF BARGAINING
<u>530-5825</u>	INTENT OF UNIONS	<u>530-6033-0100-0000</u>	Generally
<u>530-5850</u>	ASSENT OF EMPLOYER	<u>530-6033-0150-0000</u>	Personal conference required
<u>530-5875</u>	WITHDRAWAL OF UNION	<u>530-6033-0700-0000</u>	Participation in bargaining session
<u>530-5883</u>	CONSOLIDATED UNION BARGAINING	<u>530-6033-1400-0000</u>	Time and place of meeting
<u>530-5892</u>	COORDINATION OF BARGAINING DEMANDS	<u>530-6033-1433-0000</u>	Employer's representative must be available at place where controversy is in progress
<u>530-6000</u>	NATURE AND EXTENT OF OBLIGATION AND DUTY TO BARGAIN	<u>530-6033-1450-0000</u>	Employer not required to pay employees for attendance at sessions during worktime
<u>530-6001</u>	GENERALLY	<u>530-6033-1458-0000</u>	Employer representative must be available with reasonable frequency
<u>530-6001-2500-0000</u>	Effect of 8(f) prehire agreement	<u>530-6033-1467-0000</u>	Representative must be available at reasonable times
<u>530-6001-5000-0000</u>	Scope of section 8(d)	<u>530-6033-1475-0000</u>	Situs of bargaining sessions
<u>530-6001-5001-0000</u>	Generally	<u>530-6033-1484-0000</u>	Cancellation of meetings
<u>530-6001-5017-0000</u>	Obligation to meet with object of reaching understanding on wages, hours, and other terms and conditons of employment	<u>530-6033-2800-0000</u>	Authority of representative
<u>530-6001-5017-5000</u>	Obligation during contract hiatus	<u>530-6033-2850-0000</u>	Must have sufficient authority and knowledge to negotiate effectively
<u>530-6001-5017-7500</u>	Effect of agreement to arbitrate	<u>530-6033-4200-0000</u>	Composition of bargaining committee
<u>530-6001-5025-0000</u>	Continuation of existing terms and conditions pending bargaining	<u>530-6033-4210-0000</u>	Employer may designate composition of its bargaining representative
<u>530-6001-5028-0000</u>	Applicability during bankruptcy proceeding	<u>530-6033-4220-0000</u>	Representative may designate composition of bargaining representative
<u>530-6001-5033-0000</u>	Act does not compel agreement	<u>530-6033-4240-0000</u>	Employer may not refuse to meet with designated representative absent special circumstances
<u>530-6001-5033-2500</u>	Resort to economic power permissible if no agreement	<u>530-6033-4240-5000</u>	Conflict of interest
<u>530-6001-5033-5000</u>	Failure to agree to terms deemed reasonable by Board not proper basis for 8(a)(5) violation	<u>530-6033-4260-0000</u>	Union representative need not be employee of employer
<u>530-6001-5050-0000</u>	Act does not regulate substantial terms of employment	<u>530-6033-4270-0000</u>	Representative delegation of bargaining authority to another union
<u>530-6001-5067-0000</u>	Contract administration distinguished from collective bargaining	<u>530-6033-4280-0000</u>	Presence of persons other than conferees at bargaining session
<u>530-6001-5067-5000</u>	Duty to bargain about application of agreement to facts of relationship	<u>530-6033-4280-1300</u>	Stenographers or court reporters
<u>530-6001-5083-0000</u>	Duty to bargain as to matters not covered by agreement	<u>530-6033-4280-2500</u>	International representatives
<u>530-6001-5090-0000</u>	Duty to bargain regarding striker replacements conditions of employment during economic strike	<u>530-6033-4280-5000</u>	Representatives of another local
<u>530-6017</u>	EMPLOYEE PRESENTATION OF OWN GRIEVANCE: 9(a) PROVISIO	<u>530-6033-4280-7500</u>	Representatives of other unions
<u>530-6017-0100-0000</u>	Generally	<u>530-6033-4900-0000</u>	Sufficiency of bargaining proposal
<u>530-6017-0150-0000</u>	Employee may present own grievance	<u>530-6033-5600-0000</u>	Counterproposals
<u>530-6017-2500-0000</u>	Adjustment of grievance must be consistent with agreement	<u>530-6033-5650-0000</u>	Obligation to make after proposals
<u>530-6017-5000-0000</u>	Union must be given opportunity to be present	<u>530-6033-6000-0000</u>	Withdrawal of agreed-upon contract proposals
<u>530-6017-7500-0000</u>	Nature of employer meeting with employees	<u>530-6033-7000-0000</u>	Impasse
<u>530-6017-7525-0000</u>	Explanation of pension plans	<u>530-6033-7001-0000</u>	Generally
		<u>530-6033-7001-5000</u>	No obligation to continue negotiations after impasse
		<u>530-6033-7008-0000</u>	What constitutes

<u>530-6033-7014-0000</u>	Agreement need not be reached	<u>530-6050-1612-7100</u>	Fringe benefit payments
<u>530-6033-7014-5000</u>	Failure to reach agreement may be evidence of lack of good faith	<u>530-6050-1612-7500</u>	Cost-of-living Increases
<u>530-6033-7028-0000</u>	Concessions indicate lack of impasse	<u>530-6050-1612-8700</u>	Remuneration for time spent in bargaining negotiations or presentation of grievances
<u>530-6033-7042-0000</u>	Existence of impasse is question of fact for Board	<u>530-6050-1625-0000</u>	Bonuses
<u>530-6033-7056-0000</u>	No impasse	<u>530-6050-1637-0000</u>	Company housing
<u>530-6033-7056-3300</u>	Intentional refusal to bargain	<u>530-6050-1637-0100</u>	Generally
<u>530-6033-7056-5000</u>	Surface bargaining	<u>530-6050-1637-2500</u>	Bargainability not dependent on term of lease
<u>530-6033-7056-6700</u>	Proposal as to which party is willing to bargain	<u>530-6050-1637-5000</u>	Where occupancy is required
<u>530-6033-7056-8400</u>	Existence of possibility of agreement	<u>530-6050-1637-7500</u>	Where low rental is partial remuneration
<u>530-6033-7056-8700</u>	Unremedied unfair labor practice	<u>530-6050-1645-0000</u>	Savings plan
<u>530-6033-7056-9500</u>	Refusal to provide information	<u>530-6050-1650-0000</u>	Stock purchase plan
<u>530-6033-7070-0000</u>	Resumption of bargaining required	<u>530-6050-1662-0000</u>	Pensions and group insurance
<u>530-6033-7070-5000</u>	Changed circumstances	<u>530-6050-1667-0000</u>	Profit-sharing plans
<u>530-6033-7084-0000</u>	Unilateral action may be justified by impasse	<u>530-6050-1668-0000</u>	Benefits for retired employees
<u>530-6033-8400-0000</u>	Failure to sign or reduce agreement to writing	<u>530-6050-1675-0000</u>	Employee discounts
<u>530-6033-8401-0000</u>	Generally	<u>530-6050-1687-0000</u>	Free bank services
<u>530-6033-8450-0000</u>	Continuing request	<u>530-6050-1693-0000</u>	Gifts
<u>530-6033-9200-0000</u>	Ratification by employees	<u>530-6050-2500-0000</u>	Tenure and Seniority
<u>530-6033-9300-0000</u>	Ratification by employer	<u>530-6050-2501-0000</u>	Generally
<u>530-6033-9500-0000</u>	Approval by attorney	<u>530-6050-2512-0000</u>	Hiring practices
<u>530-6033-9600-0000</u>	Repudiation of contract	<u>530-6050-2514-0000</u>	Probationary period
<u>530-6050</u> SUBJECT MATTER OF BARGAINING		<u>530-6050-2515-0000</u>	Severance pay
<u>530-6050-0100-0000</u>	Generally	<u>530-6050-2528-0000</u>	Seniority
<u>530-6050-0120-0000</u>	Mandatory subjects defined	<u>530-6050-2528-2500</u>	Not affected by Selective Service Act
<u>530-6050-0140-0000</u>	Permissible subjects defined	<u>530-6050-2528-5000</u>	Need not be based only on length of service
<u>530-6050-0160-0000</u>	Prohibited subjects defined	<u>530-6050-2528-7500</u>	Contractually rather than statutorily based
<u>530-6050-0180-0000</u>	Section 8(a)(5) must be construed with 8(d) and 9(a)	<u>530-6050-2537-0000</u>	Promotions
<u>530-6050-0400-0000</u>	Representative to be recognized	<u>530-6050-2546-0000</u>	Employer affirmative action program
<u>530-6050-0800-0000</u>	Scope and work of unit	<u>530-6050-2550-0000</u>	Transfer
<u>530-6050-0825-0000</u>	Work preservation (see also 530-6067-4022)	<u>530-6050-2575-0000</u>	Layoffs and/or terminations
<u>530-6050-0825-3300</u>	Economically motivated managerial decisions which have destructive effect on unit (See also 530-6067-4011 and 4022)	<u>530-6050-2577-0000</u>	Basis for termination
<u>530-6050-0825-6700</u>	Recognition clause contrary to certification	<u>530-6050-2578-0000</u>	Reinstatement of discriminatees
<u>530-6050-0850-0000</u>	Work functions	<u>530-6050-2579-0000</u>	Reinstatement rights of economic strikers
<u>530-6050-0875-0000</u>	Composition of unit	<u>530-6050-2584-0000</u>	Establishing retirement age
<u>530-6050-0900-0000</u>	Employees outside the unit	<u>530-6050-3300-0000</u>	Working conditions
<u>530-6050-1600-0000</u>	Remuneration and benefits	<u>530-6050-3320-0000</u>	Hours
<u>530-6050-1601-0000</u>	Generally	<u>530-6050-3330-0000</u>	Work functions or standards
<u>530-6050-1612-0000</u>	Wages	<u>530-6050-3340-0000</u>	Work schedules
<u>530-6050-1612-0100</u>	Generally	<u>530-6050-3350-0000</u>	Acceptance of gifts
<u>530-6050-1612-2500</u>	Expense account	<u>530-6050-3355-0000</u>	Plant rules
<u>530-6050-1612-3700</u>	Automatic wage increase	<u>530-6050-3360-0000</u>	Break periods
<u>530-6050-1612-5000</u>	Individual merit wage increases	<u>530-6050-3370-0000</u>	Vending machines and cafeteria services
<u>530-6050-1612-5800</u>	Indirect wages	<u>530-6050-3375-0000</u>	Medical services, physical exam, tests
<u>530-6050-1612-6200</u>	Shift differential	<u>530-6050-3380-0000</u>	Health and safety rules
<u>530-6050-1612-6700</u>	Sick pay	<u>530-6050-3385-0000</u>	Method of investigating suspected employee misconduct
		<u>530-6050-3390-0000</u>	Physical plant
		<u>530-6050-3395-0000</u>	Disciplinary system
		<u>530-6050-4100-0000</u>	Grievance and dispute resolving procedures
		<u>530-6050-4133-0000</u>	Grievances

530-6050-4133-0100 Generally
530-6050-4133-1200 Arbitration as final step of grievance procedure
530-6050-4133-1250 Arbitration as quid pro quo for no-strike clause
530-6050-4133-2500 Definition
530-6050-4133-3700 Refusal to process or delay in processing (See also 530-6067-2080-6900)
530-6050-4133-5000 Effect of contractual grievance procedure (See also 530-6067-2080-6900)
530-6050-4133-7500 Effect of 9(a) proviso
530-6050-4133-8700 Presence of union representative at grievance meeting
530-6050-4167-0000 Strike-authorization clause
530-6050-4500-0000 Plant relocation
530-6050-5000-0000 Union-security and checkoff
530-6050-5025-0000 State law limiting or prohibiting
530-6050-5050-0000 Hiring hall
530-6050-5067-0000 Union membership of foremen
530-6050-5075-0000 Checkoff
530-6050-5700-0000 Arbitration clause
530-6050-5800-0000 Management prerogatives
530-6050-5825-0000 Promulgation of disciplinary rules
530-6050-5850-0000 Duties and functions of management personnel
530-6050-5875-0000 Management rights clause
530-6050-5887-0000 Finality clause
530-6050-5900-0000 Wage reopener clause
530-6050-6600-0000 Internal union matters
530-6050-6615-0000 Initiation fees, dues, agency fees, etc.
530-6050-6625-0000 Ratification of contract by employees
530-6050-6650-0000 Discipline of union members
530-6050-6800-0000 Polygraph, fingerprinting, photographs, surveillance etc.
530-6050-7000-0000 Matters relating to nonunit employees
530-6050-7100-0000 Matters relating to race or sex discrimination
530-6050-7200-0000 Applicability of national agreement to new unit of same employer and union
530-6050-7300-0000 Applicability of existing agreement to employees voting to be included in unit
530-6050-7500-0000 Participation in industry promotion funds
530-6050-7900-0000 Support of union activities (paid time off, clerical support, space, etc.)
530-6050-8300-0000 Indemnity clauses
530-6050-8400-0000 Work functions
530-6050-8500-0000 Operations during strike or lockout
530-6050-8700-0000 Strike insurance
530-6050-9000-0000 Most favored nations clause
530-6050-9100-0000 Contract enforcement provisions
530-6050-9300-0000 Code of ethics
530-6050-9500-0000 Loyalty clause

530-6067 ACTS CONSTITUTING REFUSAL TO BARGAIN OR INDICATING BAD FAITH

530-6067-0100-0000 Generally
530-6067-0125-0000 Independent 8(a)(1) or separate 8(a)(3) violation need not be found
530-6067-0150-0000 Good faith is question of fact for Board to determine
530-6067-0150-2500 First time bargaining
530-6067-0150-3300 Can only be inferred from circumstantial evidence
530-6067-0150-6700 Absence of hostility does not establish good faith
530-6067-0150-8300 Union animus not prerequisite to finding of lack of good faith
530-6067-0175-0000 Policy of uniformity between unit and nonunit employees not per se indication of bad faith
530-6067-0175-5000 Method of enforcement may be indication
530-6067-1000-0000 Bargaining with objective of causing a work stoppage
530-6067-2000-0000 Actions taken to avoid reaching agreement
530-6067-2010-0000 Response to bargaining request
530-6067-2020-0000 Surface bargaining
530-6067-2025-0000 Piecemeal bargaining
530-6067-2030-1500 Change in negotiators
530-6067-2030-1700 Failure to designate bargaining representative
530-6067-2030-1900 Failure to delegate sufficient authority to bargaining representative
530-6067-2030-1950 Failure to give notice of insufficient authority to other party
530-6067-2030-2500 Change in position
530-6067-2030-5000 Behavior in negotiations
530-6067-2030-5050 Away from bargaining table
530-6067-2030-6700 Failure to make agreed-upon changes to contract
530-6067-2030-7500 Failure to make or keep bargaining conference appointments
530-6067-2030-8100 Failure to meet at reasonable times and/or places
530-6067-2030-8700 Bargaining by alternative
530-6067-2040-0000 Bypassing or otherwise undermining representative
530-6067-2040-1000 Employer not precluded from noncoercive communication to employees
530-6067-2040-1500 Disruption of communications between union and employees
530-6067-2040-2000 Bargaining with other groups of representatives
530-6067-2040-2033 Employer initiated
530-6067-2040-2067 Employee initiated
530-6067-2040-3000 Filing representation petition within certification year
530-6067-2040-4000 Bargaining With Individuals or Offers Thereof
530-6067-2040-4050 As to reinstatement of strikers
530-6067-2040-4500 Refusal to release employee committee members for bargaining

<u>530-6067-2040-5000</u>	Bargain with local where international certified or constitutes duly selected representative	<u>530-6067-2060-1700</u>	Less favorable wages and benefits
530-6067-2040-5200	Bargaining with international where local certified	<u>530-6067-2060-1800</u>	Less favorable proposals than previously offered
<u>530-6067-2040-6000</u>	Offering strikers different terms than offered union	530-6067-2060-2200	Introduction of new issues
<u>530-6067-2040-7000</u>	Recognition of minority union	<u>530-6067-2060-2700</u>	Initial and final proposals essentially the same
<u>530-6067-2040-8000</u>	Undermining authority of representative	<u>530-6067-2060-3300</u>	Insistence on illegal or unreasonable provisions
<u>530-6067-2040-8012</u>	Implementing terms of contract other than that of bargaining representative	<u>530-6067-2060-3315</u>	Refusing to discuss economic issues until noneconomic issues resolved
<u>530-6067-2040-8025</u>	Refusal to recognize employee representative of union	530-6067-2060-3317	Discriminatory seniority clause
<u>530-6067-2040-8029</u>	Bargaining directly with employees, or insistence on same	<u>530-6067-2060-3322</u>	Prohibition against filing unfair labor practice charges
<u>530-6067-2040-8037</u>	Refusal to recognize individual designated as representative of union	530-6067-2060-3329	Prohibition against filing health or safety complaints
530-6067-2040-8044	Use nonbargaining unit independent contractors	<u>530-6067-2060-3331</u>	Job posting and bidding procedures
<u>530-6067-2040-8050</u>	Promotion of repudiation	530-6067-2060-3333	Joinder of union's parent organization
<u>530-6067-2040-8067</u>	Restricting bargaining representative's access to employees	530-6067-2060-3334	Joinder of local with parent organization
<u>530-6067-2040-8075</u>	Denying bargaining representative access to employer's premises	530-6067-2060-3343	Limitation as to number of union members in unit
<u>530-6067-2040-8087</u>	Denying union representative access to employer's bulletin boards	<u>530-6067-2060-3350</u>	Performance bond penalties
<u>530-6067-2040-8090</u>	Challenging certification while bargaining	<u>530-6067-2060-3353</u>	Change in grievance procedure
530-6067-2040-9000	Inducing employees to abandon strike	530-6067-2060-3363	No grievances to be filed for prior possible violations
<u>530-6067-2050-0000</u>	Commission of ULP	530-6067-2060-3365	Right of exclusive hiring hall
<u>530-6067-2050-0700</u>	Unfair labor practice having only minimal impact on negotiations or on Board's election machinery	<u>530-6067-2060-3367</u>	Withdrawal of ULP charges
<u>530-6067-2050-1000</u>	Assisting favored union	<u>530-6067-2060-3375</u>	Union security provisions
<u>530-6067-2050-1400</u>	Antiunion campaign and/or actions precluding fair election	<u>530-6067-2060-3382</u>	No-solicitation/no distribution rule
<u>530-6067-2050-2800</u>	Proposing, assisting or dealing with company union or committee	530-6067-2060-3383	Contract nullification clause
<u>530-6067-2050-3300</u>	Polling employees	530-6067-2060-3385	Right of union access to plant
<u>530-6067-2050-3500</u>	Bargaining directly with employees	530-6067-2060-3392	Work jurisdiction clause
<u>530-6067-2050-4200</u>	Discrimination or threat thereof	<u>530-6067-2060-4400</u>	Contract limited to one year or of no fixed duration
<u>530-6067-2050-4900</u>	Statements	530-6067-2060-4700	Change status of employees to those of independent contractors
<u>530-6067-2050-5600</u>	Interrogation or conducting of polls	<u>530-6067-2060-4900</u>	Contract to expire within certification year
<u>530-6067-2050-7000</u>	Lockout or threat thereof	<u>530-6067-2060-5500</u>	Unacceptable proposal to place the onus of rupture on union
<u>530-6067-2050-8400</u>	Shutdown	<u>530-6067-2060-6100</u>	Rejection of proposal by union
530-6067-2060-0000	Proposals and demands	<u>530-6067-2060-6600</u>	Illegal or unreasonable demands
<u>530-6067-2060-0100</u>	Generally	<u>530-6067-2060-7000</u>	Imposition of deadline or issuance of ultimatum
<u>530-6067-2060-1100</u>	Reasonableness shown by industry practice	<u>530-6067-2060-7700</u>	Right of unilateral modification reserved by employer
<u>530-6067-2060-1200</u>	Made without adequate explanation or justification	<u>530-6067-2060-8000</u>	Racial nondiscrimination clause
530-6067-2060-1300	Less favorable proposals than other employers	<u>530-6067-2060-8400</u>	Insistence on management rights clause
<u>530-6067-2060-1600</u>	Less favorable working conditions	<u>530-6067-2060-8800</u>	Insistence on no-strike clause
		530-6067-2060-9100	Insistence on work rules clause
		530-6067-2060-9300	Insistence on referral clause for settling unresolved new contract terms
		<u>530-6067-2060-9400</u>	Withdrawal of proposals

<u>530-6067-2070-0000</u>	Imposing conditions	<u>530-6067-2080-8700</u>	Insistence on limiting
<u>530-6067-2070-3300</u>	As to bargaining committee		contract to certification year
<u>530-6067-2070-5000</u>	As to procedure in bargaining	<u>530-6067-2090-0000</u>	Totality of conduct
	sessions	<u>530-6067-4000-0000</u>	Unilateral change in term or
530-6067-2070-5900	Apology from union for		condition of employment
	conduct during bargaining	<u>530-6067-4001-0000</u>	Generally
<u>530-6067-2070-6700</u>	Conditions outside area of	<u>530-6067-4001-1700</u>	What constitutes change
	mandatory bargaining	<u>530-6067-4001-1750</u>	Failure to abide by contract
<u>530-6067-2070-6701</u>	Generally	<u>530-6067-4001-2500</u>	Changes different than those
530-6067-2070-6710	Withdrawal of fines		previously offered union
530-6067-2070-6712	No interference with	<u>530-6067-4001-3300</u>	Effect of announcement or
	employees engaged in antiunion activity		offer of change
<u>530-6067-2070-6715</u>	Withdrawal of unfair labor	<u>530-6067-4001-3700</u>	Adequacy of notice of change
	practice charge		to permit bargaining
<u>530-6067-2070-6717</u>	Withdrawal of arbitration	<u>530-6067-4001-4100</u>	Union request for bargaining
	demands	<u>530-6067-4001-4600</u>	Adequacy of bargaining
<u>530-6067-2070-6720</u>	Strike authorization clause	<u>530-6067-4001-5000</u>	Favorable to employees
<u>530-6067-2070-6730</u>	Employee ratification	<u>530-6067-4001-6700</u>	Unfavorable to employees
530-6067-2070-6740	Registration of union under	<u>530-6067-4001-7500</u>	Changes prior to bargaining
	State law		obligation or following union's recognition
<u>530-6067-2070-6760</u>	Waiver of rights under Act		demand
<u>530-6067-2070-6770</u>	Appropriate unit	<u>530-6067-4001-8300</u>	Not excused by union's
530-6067-2070-6780	Insistence upon stenographic		anticipated rejection of proposed change
	transcript of negotiations	<u>530-6067-4001-8500</u>	Changes before impasse
530-6067-2070-6785	Insistence upon taping	<u>530-6067-4001-8700</u>	Changes after impasse
	negotiating or other meetings	<u>530-6067-4001-9000</u>	During bankruptcy
530-6067-2070-6790	Strikers first return to work		proceeding
<u>530-6067-2070-6793</u>	Payment of expenses	<u>530-6067-4001-9100</u>	Changes after expiration of
	incurred in negotiations		contract; termination or modification under
530-6067-2070-6795	Payment for strike damages		Section 8(d)
<u>530-6067-2070-6799</u>	Other	530-6067-4001-9300	During pendency of question
<u>530-6067-2070-7500</u>	Continuation of existing		concerning representation
	terms and conditions	<u>530-6067-4001-9500</u>	During pendency of
<u>530-6067-2080-0000</u>	Uncompromising attitude or		postelection objections
	refusal to make concessions	<u>530-6067-4001-9600</u>	During pendency of
<u>530-6067-2080-0100</u>	Generally		challenge to certification before Board or court
<u>530-6067-2080-1200</u>	Intransigence	530-6067-4001-9700	During pendency of unit
<u>530-6067-2080-2500</u>	Nominal or illusory		clarification proceeding
	concessions do not establish good faith	<u>530-6067-4001-9800</u>	Prior to certification
530-6067-2080-3100	Refusal to continue	530-6067-4011-0000	Failure to bargain before
	predecessor contract until completion of new		making economically motivated operating
	contract		decision which has effect on unit
<u>530-6067-2080-3700</u>	Wage increases and other	<u>530-6067-4011-0100</u>	Generally
	unilateral changes in employment terms	<u>530-6067-4011-0133</u>	Nondestructive effect on unit
530-6067-2080-4000	Strict seniority clause	<u>530-6067-4011-0167</u>	Destructive effect on unit
<u>530-6067-2080-4300</u>	Union-security provisions	<u>530-6067-4011-0183</u>	Actions taken during strike or
530-6067-2080-4400	No-discrimination provision		lockout
530-6067-2080-4500	Recognition clause	<u>530-6067-4011-1100</u>	Subcontracting unit work
<u>530-6067-2080-5000</u>	Failure to give reasons for	<u>530-6067-4011-2200</u>	Change to reliance on
	rejecting proposals		independent contractors or franchisors
<u>530-6067-2080-5600</u>	Failure to make counter-	<u>530-6067-4011-3300</u>	Leasing or selling portion of
	proposals		operation
<u>530-6067-2080-5900</u>	Final offer claim	<u>530-6067-4011-3800</u>	Sale of operation
<u>530-6067-2080-6200</u>	Insistence on unilateral	<u>530-6067-4011-4200</u>	Spinoff or transfer of
	power to act on matters within employment		operations
	relationship	<u>530-6067-4011-4400</u>	Partial termination of
<u>530-6067-2080-6900</u>	Refusal to arbitrate grievance		operation
	or interference with arbitration process	<u>530-6067-4011-4600</u>	Transferring work
530-6067-2080-7500	Refusal to enter into partial	<u>530-6067-4011-4800</u>	Elimination of jobs
	agreement	<u>530-6067-4011-5000</u>	Reduction of employeee
<u>530-6067-2080-7800</u>	Refusal of permission to		complement
	conduct time study	<u>530-6067-4011-5300</u>	Hiring temporary employees
<u>530-6067-2080-8100</u>	Willingness to continue	<u>530-6067-4011-5500</u>	Termination of operations
	bargaining	<u>530-6067-4011-6200</u>	Layoffs and discharges

<u>530-6067-4011-6600</u>	Introduction of automated methods	<u>530-6067-4033-3500</u>	Automobile expenses
<u>530-6067-4011-6900</u>	Change in manner of operation	<u>530-6067-4033-3700</u>	Retroactive wage increase
<u>530-6067-4011-7200</u>	Change in method of operations control	<u>530-6067-4033-4100</u>	Cost of living raises
530-6067-4011-7400	Rebuilding destroyed plant	530-6067-4033-4200	Expenses incurred while negotiating
<u>530-6067-4011-7700</u>	Relocation of operations	<u>530-6067-4033-4400</u>	Holiday and other paid nonwork time
<u>530-6067-4011-8800</u>	Reallocation or consolidation of operations	<u>530-6067-4033-4500</u>	Commission
530-6067-4011-9500	Prior to issuance of appropriate certification	530-6067-4033-4700	Employee loans
530-6067-4022-0000	Failure to bargain over effect on unit of economically motivated operational decisions	<u>530-6067-4033-5000</u>	Bonus
<u>530-6067-4022-0100</u>	Generally	<u>530-6067-4033-5500</u>	Sick leave pay
<u>530-6067-4022-0133</u>	Nondestructive effect on unit	<u>530-6067-4033-5600</u>	Severance pay
<u>530-6067-4022-0167</u>	Destructive effect on unit	<u>530-6067-4033-5700</u>	Jury duty leave policy
530-6067-4022-0183	Actions taken during strike or lockout	<u>530-6067-4033-5800</u>	Funeral leave policy
<u>530-6067-4022-1100</u>	Subcontracting unit work	<u>530-6067-4033-5900</u>	Vacation scheduling and pay
530-6067-4022-1700	Change in leases of common carrier's drivers	530-6067-4033-6300	Savings funds
530-6067-4022-2200	Change to reliance on independent contractors	<u>530-6067-4033-6700</u>	Merit wage increase
<u>530-6067-4022-3300</u>	Leasing or selling portion of operation	<u>530-6067-4033-7100</u>	Incentive wage plans
<u>530-6067-4022-3800</u>	Sale of operation	<u>530-6067-4033-7500</u>	Service, attendance and other awards
<u>530-6067-4022-4200</u>	Spinoff or transfer of operations	530-6067-4033-7600	Tips arrangement
<u>530-6067-4022-4400</u>	Partial termination of operation	<u>530-6067-4033-7800</u>	Employee discounts
<u>530-6067-4022-4800</u>	Transfer of work	<u>530-6067-4033-8300</u>	Recurrent Gift Practices
<u>530-6067-4022-5500</u>	Termination of operations	<u>530-6067-4033-8400</u>	Witness fees or legal services
530-6067-4022-5800	Resumption of operations	530-6067-4033-8500	Investment service fees
<u>530-6067-4022-6200</u>	Layoffs or discharges	<u>530-6067-4033-8600</u>	Dues
<u>530-6067-4022-6600</u>	Introduction of automated methods	<u>530-6067-4033-8700</u>	Parties
530-6067-4022-7100	Rebuilding destroyed plant	<u>530-6067-4033-8800</u>	Free food, beverages or food, beverages at reduced cost
<u>530-6067-4022-7700</u>	Relocation of operations	<u>530-6067-4033-9100</u>	Pensions and group benefits
<u>530-6067-4022-8800</u>	Reallocation or consolidation of operations	<u>530-6067-4033-9500</u>	Insurance
530-6067-4033-0000	Unilateral change in remuneration or benefits (See also 530-6050-1600)	<u>530-6067-4033-9700</u>	Health and safety
<u>530-6067-4033-0100</u>	Generally	530-6067-4044-0000	Unilateral change in tenure or seniority (See also 530-6050-2500)
<u>530-6067-4033-1300</u>	Uniforms, etc.	<u>530-6067-4044-0100</u>	Generally
<u>530-6067-4033-1500</u>	Use of company vehicles, facilities and equipment	<u>530-6067-4044-1500</u>	Probationary period
530-6067-4033-1600	Assistance with personal finances	<u>530-6067-4044-2500</u>	Recall
<u>530-6067-4033-1900</u>	Savings plan; stock purchase plan	<u>530-6067-4044-4000</u>	Discharge or suspension
<u>530-6067-4033-2000</u>	Education, relocation, training benefits	<u>530-6067-4044-5000</u>	Layoff
<u>530-6067-4033-2200</u>	Profit sharing or joint earnings plans	<u>530-6067-4044-6700</u>	Seniority
<u>530-6067-4033-2500</u>	Wage	<u>530-6067-4044-7000</u>	Retirement
<u>530-6067-4033-2600</u>	Pay periods or paydays	530-6067-4044-7500	Reinstatement rights of strikers
<u>530-6067-4033-2700</u>	Wage decrease	530-6067-4050-0000	Unilateral change in requirements for reinstatement
<u>530-6067-4033-2900</u>	Per diem and travel expenses or subsistence payments	<u>530-6067-4055-0000</u>	Unilateral change in working conditions (See also 530-6050-3300)
<u>530-6067-4033-3100</u>	Overtime pay or shift differential	<u>530-6067-4055-0100</u>	Generally
		<u>530-6067-4055-0150</u>	Minimal effect on unit
		<u>530-6067-4055-1000</u>	Dress code
		530-6067-4055-1500	Cleanup time
		<u>530-6067-4055-2000</u>	Production standards
		<u>530-6067-4055-2100</u>	Employee handbook
		<u>530-6067-4055-2500</u>	Use of restrooms or breakrooms
		<u>530-6067-4055-2600</u>	Use of bulletin boards
		<u>530-6067-4055-2700</u>	Holidays and other paid nonwork time
		<u>530-6067-4055-3000</u>	Hours worked
		<u>530-6067-4055-3300</u>	Break periods
		<u>530-6067-4055-3500</u>	Assignment of work
		<u>530-6067-4055-3600</u>	Performance of unit work by supervisor or nonunit employees
		<u>530-6067-4055-3700</u>	Job classification

<u>530-6067-4055-3800</u>	Transfer	<u>530-6067-5000-0000</u>	Disciplinary action to enforce unilateral changes
<u>530-6067-4055-3900</u>	Absentee rules (See also 530-6067-4055-5000)	<u>530-6067-6000-0000</u>	Duty to furnish information
<u>530-6067-4055-4000</u>	Working rules or schedules	<u>530-6067-6001-0000</u>	Generally
<u>530-6067-4055-4100</u>	Maternity or other leaves of absence	<u>530-6067-6001-1200</u>	For bargaining is statutory
<u>530-6067-4055-4200</u>	Scope and work of unit	<u>530-6067-6001-2000</u>	Specificity and/or clarity
<u>530-6067-4055-4300</u>	Job requirements	<u>530-6067-6001-2500</u>	May not be limited by contract
<u>530-6067-4055-4400</u>	Solicitations	<u>530-6067-6001-3700</u>	Standard for furnishing is relevancy of information to union's role as bargaining agent
<u>530-6067-4055-4500</u>	Personal conversation	<u>530-6067-6001-3701</u>	Generally
<u>530-6067-4055-4600</u>	Movement around workplace	<u>530-6067-6001-3710</u>	Relevance to campaigning for election
<u>530-6067-4055-4700</u>	Rules governing entering, leaving, and movement within plant	<u>530-6067-6001-3720</u>	Relevance to bargaining negotiations
<u>530-6067-4055-5000</u>	Rules governing absenteeism and tardiness	<u>530-6067-6001-3730</u>	Relevance to finding of race or sex discrimination
<u>530-6067-4055-5200</u>	Use of timeclocks	<u>530-6067-6001-3740</u>	Relevance to policing agreement
<u>530-6067-4055-5500</u>	Work performance reviews or tests	<u>530-6067-6001-3745</u>	Relevance to layoff and/or recall policies
<u>530-6067-4055-5900</u>	Vacations	<u>530-6067-6001-3750</u>	Relevance to processing grievances
<u>530-6067-4055-6000</u>	Lunch period	<u>530-6067-6001-3755</u>	Relevance to subcontracted or transferred work
<u>530-6067-4055-6300</u>	Physical examinations, testing, surveillance	<u>530-6067-6001-3760</u>	Wage and related information about unit members presumptively relevant
<u>530-6067-4055-6500</u>	Medical services	<u>530-6067-6001-3770</u>	Names and addresses of unit employees presumptively relevant
<u>530-6067-4055-6700</u>	Paid sick leave	<u>530-6067-6001-3780</u>	Relevancy of other data must be demonstrated
<u>530-6067-4055-7000</u>	Vending machines and cafeteria services	<u>530-6067-6001-3785</u>	Reasonable or probable relevance of relationship between companies must be demonstrated
<u>530-6067-4055-7300</u>	Smoking	<u>530-6067-6001-3790</u>	Relevancy of information involving employees outside bargaining unit must be demonstrated
<u>530-6067-4055-7500</u>	Privileges	<u>530-6067-6001-5000</u>	Good faith of refusal to furnish is immaterial
<u>530-6067-4055-7700</u>	Change in personnel practices and procedures	<u>530-6067-6001-5600</u>	Good faith of request
<u>530-6067-4055-8000</u>	Use of company telephones, furniture, equipment, space, radios, etc.	<u>530-6067-6001-5650</u>	Misuse of information
<u>530-6067-4055-8200</u>	Safety rules	<u>530-6067-6001-6000</u>	Oral request
<u>530-6067-4055-8300</u>	Jury duty	<u>530-6067-6001-6200</u>	Good faith of request not refuted where any purpose is relevant
<u>530-6067-4055-8500</u>	Disciplinary system	<u>530-6067-6001-7500</u>	Employer reliance on requested data not required
<u>530-6067-4055-8700</u>	Procedure for recalling laid-off employees	<u>530-6067-6001-7550</u>	Reliance on data inherent in employer action
<u>530-6067-4055-8900</u>	Overtime	<u>530-6067-6001-8000</u>	Alternative methods available to obtain requested information
<u>530-6067-4055-9000</u>	Status of plant operations committee or of union stewards	<u>530-6067-6001-8700</u>	Extent or volume of information requested does not justify refusal
<u>530-6067-4055-9200</u>	Layaway purchase arrangement	<u>530-6067-6033-0000</u>	Form and circumstances in which information supplied
<u>530-6067-4055-9300</u>	Promotion or demotion	<u>530-6067-6033-2500</u>	Adequacy
<u>530-6067-4055-9500</u>	Imposition of fines or other financial liability	<u>530-6067-6033-4000</u>	Inspection of document
<u>530-6067-4060-0000</u>	Restrictions on plant access by nonemployee representative	<u>530-6067-6033-5000</u>	Oral information insufficient
<u>530-6067-4066-0000</u>	Unilateral change in grievance and dispute resolving procedures (See also 530-6050-4100)	<u>530-6067-6033-6000</u>	Copy of document
<u>530-6067-4066-5000</u>	Restrictions on employee representative in preparation of grievances	<u>530-6067-6033-7000</u>	Video tape, other photographic evidence or electronic data
<u>530-6067-4077-0000</u>	Unilateral change in union-security and checkoff (See also 530-6050-5000)	<u>530-6067-6033-7500</u>	Plant access
<u>530-6067-4088-0000</u>	Unilateral change in hiring policies	<u>530-6067-6033-8800</u>	Delay in furnishing information
<u>530-6067-4090-0000</u>	Unilateral changes to support of union activities (paid time off, clerical support, space, etc.)		
<u>530-6067-4500-0000</u>	Wage and/or employment data		

<u>530-6067-6050-0000</u>	Availability of Information Sought	<u>530-6067-6067-5292</u>	Disclosure of source of information
<u>530-6067-6058-0000</u>	Cost of Supplying Information	<u>530-6067-6067-5300</u>	Payment of bonus
<u>530-6067-6062-0000</u>	Qualification and/or designation of individual or union to receive information	<u>530-6067-6067-5400</u>	Insurance plans
<u>530-6067-6067-0000</u>	Nature of information to be supplied	<u>530-6067-6067-5500</u>	Method of bonus or profit sharing computation
<u>530-6067-6067-1000</u>	Tests	<u>530-6067-6067-5600</u>	Insurance dividends and claims
<u>530-6067-6067-1500</u>	Employee handbook or work rules	<u>530-6067-6067-5700</u>	Vacations, holidays, etc.
<u>530-6067-6067-2000</u>	Financial data substantiating claim of economic hardship	<u>530-6067-6067-5800</u>	Staffing requirements
<u>530-6067-6067-2300</u>	Internally prepared report	<u>530-6067-6067-5900</u>	Performance reviews (See also 530-6067-6067-7200)
<u>530-6067-6067-2400</u>	Management notes during internal investigation	<u>530-6067-6067-6000</u>	Specific individual wage and/or employment data
<u>530-6067-6067-2500</u>	Financial data to justify modification of contract	<u>530-6067-6067-6017</u>	Non-unit employees or supervisors
<u>530-6067-6067-2800</u>	Audit of financial records	<u>530-6067-6067-6033</u>	Confidential nature of information
<u>530-6067-6067-2900</u>	Data concerning transferred work or unit work	<u>530-6067-6067-6067</u>	Confidential privilege to refuse disclosure on behalf of employees
<u>530-6067-6067-3000</u>	Data concerning contracted out work	<u>530-6067-6067-6100</u>	Extra-contractual agreement with individual employees
<u>530-6067-6067-3100</u>	Information concerning employer's relationship with other companies or clients	<u>530-6067-6067-6400</u>	Equal employment and/or affirmative action data
<u>530-6067-6067-3200</u>	Date concerning double breasted operations, alter ego employer, or single employer	<u>530-6067-6067-6500</u>	Attendance records of employees and supervisors
<u>530-6067-6067-3300</u>	Documents in personnel file	<u>530-6067-6067-6550</u>	Confidential nature of information
<u>530-6067-6067-3400</u>	Witness's statement	<u>530-6067-6067-7000</u>	Wage survey data
<u>530-6067-6067-3500</u>	Profit sharing plan	<u>530-6067-6067-7050</u>	Confidential nature of information
<u>530-6067-6067-3700</u>	Results of employee survey	<u>530-6067-6067-7100</u>	Employee or supervisor misconduct and/or disciplinary action taken
<u>530-6067-6067-3800</u>	Incentive program	<u>530-6067-6067-7200</u>	Efficiency ratings of employees and/or standards
<u>530-6067-6067-3900</u>	Wages, salaries, benefits, working conditions and operations at other employer's plants, or at other employers	<u>530-6067-6067-7300</u>	Data concerning employee benefits
<u>530-6067-6067-4000</u>	Production and/or sales data	<u>530-6067-6067-7350</u>	Vending machines and cafeteria services
<u>530-6067-6067-4100</u>	Expansion or franchise data	<u>530-6067-6067-7400</u>	Data concerning employment aptitude tests
<u>530-6067-6067-4200</u>	Substances used in, or resulting from, manufacturing or mining processes	<u>530-6067-6067-7500</u>	Pension plan and funding
<u>530-6067-6067-4300</u>	Unemployment and/or workman's compensation	<u>530-6067-6067-7600</u>	Health and safety matters
<u>530-6067-6067-4400</u>	Payroll deductions	<u>530-6067-6067-7700</u>	Severance plans
<u>530-6067-6067-4500</u>	Wage and/or employment data	<u>530-6067-6067-7800</u>	Names of employer-association members
<u>530-6067-6067-4600</u>	Drafting procedures for athletes	<u>530-6067-6067-7900</u>	Statistical data (race, sex, etc.)
<u>530-6067-6067-4700</u>	Striking employees' or strike replacement personnel data	<u>530-6067-6067-8000</u>	Names, addresses and/or telephone numbers, of employees or former employees
<u>530-6067-6067-4900</u>	Plant closing or relocation	<u>530-6067-6067-8100</u>	Grievances and settlements
<u>530-6067-6067-5000</u>	Wage scale at relocated plant	<u>530-6067-6067-8150</u>	Confidential nature of information
<u>530-6067-6067-5100</u>	Nature and type of work at new location	<u>530-6067-6067-8200</u>	Adverse action taken against employees; discharge, discipline, etc.
<u>530-6067-6067-5200</u>	Confidential nature of information	<u>530-6067-6067-8300</u>	Training
<u>530-6067-6067-5201</u>	Generally	<u>530-6067-6067-8400</u>	Time study data
<u>530-6067-6067-5233</u>	Trade secret	<u>530-6067-6067-8500</u>	Job descriptions
<u>530-6067-6067-5267</u>	Medical record	<u>530-6067-6067-8600</u>	Action pending before Board, governmental agencies or courts
<u>530-6067-6067-5283</u>	Study prepared in contemplation of litigation	<u>530-6067-6067-8700</u>	Information regarding Employer's antidiscrimination plans
		<u>530-6067-6067-8800</u>	Negotiating committee

<u>530-6067-6067-8900</u>	Information concerning laid-off employees	<u>530-6083-2033-3000</u>	Waiver of notice
<u>530-6067-6067-9000</u>	Seniority, layoff, and/or recall	<u>530-6083-2033-4000</u>	Computation of 60-day period
<u>530-6067-6067-9100</u>	Promotion data	<u>530-6083-2033-4020</u>	Fixed term contracts
<u>530-6067-6067-9200</u>	Information concerning merger, affiliation, or consolidation	<u>530-6083-2033-4040</u>	Indefinite term contracts
<u>530-6067-6067-9300</u>	Future negotiation dates	<u>530-6083-2033-4060</u>	Automatically renewable contracts
<u>530-6067-6067-9400</u>	Policies on personal appearance	<u>530-6083-2033-4080</u>	Limited reopenings of contracts
<u>530-6067-6067-9500</u>	Copies of contract, arbitration awards, correspondence, or surveys between employer, third parties, or government agencies	<u>530-6083-2033-6000</u>	Effect of notice given prior to 60-days before contract reopening or termination date
<u>530-6067-6067-9600</u>	Changes in working conditions	<u>530-6083-2033-8000</u>	Effect of notice given less than 60-days before contract reopening or termination date
<u>530-6067-6067-9700</u>	Striker's misconduct	<u>530-6083-2067-0000</u>	Thirty-day notice to mediation services
<u>530-6067-6067-9800</u>	Job vacancies; rejection of applicant	<u>530-6083-2067-0100</u>	Generally
<u>530-6067-6067-9900</u>	Sale of business	<u>530-6083-2067-0112</u>	Notice obligation on party initiating modification
<u>530-6067-7000-0000</u>	Repudiation of contract or other agreements	<u>530-6083-2067-0150</u>	Purpose to provide opportunity for government mediation
<u>530-6083</u>	REQUIREMENTS FOR TERMINATION OR MODIFICATION OF CONTRACTS - 8(d) PROVISIO	<u>530-6083-2067-2500</u>	Adequacy of service
<u>530-6083-0100-0000</u>	Generally	<u>530-6083-2067-3700</u>	Timeliness
<u>530-6083-0125-0000</u>	No obligation to discuss or agree to modification during fixed contract term	<u>530-6083-2067-5000</u>	Computation of time
<u>530-6083-0150-0000</u>	Obligation to refrain from termination or modification without notice and bargaining	<u>530-6083-2067-7500</u>	State agency not functioning
<u>530-6083-0150-2500</u>	Operates independently of any contractual notice requirements	<u>530-6083-4000-0000</u>	Obligation to meet and confer with other party on proposals
<u>530-6083-0150-5000</u>	Modification of terms without bargaining	<u>530-6083-6000-0000</u>	Obligation to continue contract in effect until later of 60 days after notice or contract expiration date
<u>530-6083-0150-5050</u>	No obligation to bargain over decision involving change in scope, nature, or direction of enterprise	<u>530-6083-8000-0000</u>	Strike before expiration of 60 day notice period
<u>530-6083-0150-6700</u>	Cancellation of contract	<u>530-6083-8001-0000</u>	Generally
<u>530-6083-0175-0000</u>	Obligation to bargain regarding interpretation of terms	<u>530-6083-8050-0000</u>	Loss of employee status
<u>530-6083-1000-0000</u>	8(f) contracts	<u>530-6083-8050-5000</u>	Termination of loss of status upon reemployment by employer
<u>530-6083-1050-0000</u>	Unilateral termination	<u>530-8000</u>	AFFIRMATIVE DEFENSES
<u>530-6083-2000-0000</u>	Notice requirements	<u>530-8001</u>	GENERALLY
<u>530-6083-2001-0000</u>	Generally	<u>530-8004</u>	SUBSEQUENT PERFORMANCE OF OBLIGATION
<u>530-6083-2001-1700</u>	Applicable only as prerequisite to strike, lockout, modification, or termination	<u>530-8005</u>	DOUBT OF BOARD'S JURISDICTION
<u>530-6083-2001-2500</u>	Modification of agreement by mutual consent permissible without notice	<u>530-8005-5000-0000</u>	No defense where Board has jurisdiction
<u>530-6083-2001-3300</u>	Not required before ULP strike	<u>530-8006</u>	BOARD DEFERENCE TO ARBITRATION
<u>530-6083-2001-5000</u>	Actual notice required	<u>530-8007</u>	LACK OF KNOWLEDGE OF UNION'S MAJORITY STATUS
<u>530-6083-2001-5050</u>	Commencement of negotiations for new contract does not excuse failure to give notice	<u>530-8009</u>	DOUBT AS TO UNION'S MAJORITY STATUS (SEE ALSO 530-4080-5000)
<u>530-6083-2001-6700</u>	Notice does not relieve liability for breach of no-strike provision	<u>530-8009-0100-0000</u>	Generally
<u>530-6083-2001-8300</u>	Notice of termination or modification is, in effect, strike notice	<u>530-8009-1100-0000</u>	Good-faith doubt of majority status justifies refusal to recognize
<u>530-6083-2033-0000</u>	Sixty-day notice to other party	<u>530-8009-1500-0000</u>	Good-faith doubt of majority status justifies refusal to bargain after certification year
<u>530-6083-2033-2000</u>	Adequacy of service	<u>530-8009-1550-0000</u>	Doubt not defense within certification year
		<u>530-8009-1800-0000</u>	Vote to strike vitiates good faith doubt
		<u>530-8009-2200-0000</u>	Doubt not defense if in fact refusal otherwise motivated
		<u>530-8009-2700-0000</u>	Doubt no defense where employer has knowledge of union majority

530-8009-3300-0000 Bare claim of assisted rival union no defense

530-8009-4400-0000 Filing of representation or decertification petition

530-8009-5500-0000 Indicia of bad faith in asserting doubt

530-8009-5517-0000 Antiunion conduct

530-8009-5525-0000 Unfair labor practices

530-8009-5533-0000 Dilatory behavior

530-8009-5550-0000 Informal election attended or assisted by employer

530-8009-5562-0000 No response to bargaining request

530-8009-5583-0000 Insistence on Board election not indicia of bad faith

530-8009-6100-0000 Belated assertion of doubt

530-8009-6600-0000 Union defeat in election, following improper activities by other parties, no defense

530-8009-7700-0000 Employer may require proof of majority

530-8009-7750-0000 But employer may not reject reasonable mode of proof

530-8009-8800-0000 Fluctuation in employment does not support asserted doubt

530-8009-9400-0000 Employee withdrawal from U or lack of interest

530-8009-9800-0000 Following withdrawal from multiemployer bargaining unit

530-8014 DOUBT AS TO UNION'S REPRESENTATIVE STATUS

530-8018 DOUBT AS TO APPROPRIATENESS OF UNIT

530-8018-0100-0000 Generally

530-8018-0133-0000 Appropriateness of unit a question of law rather than fact

530-8018-0167-0000 Lapse of time does not invalidate unit determination

530-8018-1200-0000 Nonrepresentative unit

530-8018-2500-0000 Changed circumstances

530-8018-2512-0000 Relocated operations

530-8018-2520-0000 Reorganization

530-8018-2525-0000 New operation not accretion

530-8018-2535-0000 Nonavailability of multi-employer unit

530-8018-2550-0000 Accretion does not render existing unit inappropriate

530-8018-2556-0000 Lesser or diminished multiplant unit

530-8018-2562-0000 Accretion of appropriate unit into larger unit; accretion into existing appropriate unit

530-8018-2569-0000 Merger of multi-location units

530-8018-2575-0000 Reactivation of terminated operations

530-8018-3000-0000 Union merger, affiliation or trusteeship

530-8018-5000-0000 Doubt no defense if in fact refusal otherwise motivated

530-8018-7500-0000 Doubt no defense if in fact unit appropriate

530-8019 RIVAL UNION CLAIM TO RECOGNITION

530-8020 DEMAND FOR BARGAINING IN INAPPROPRIATE OR NON-EXISTING UNIT

530-8020-0100-0000 Generally

530-8020-1200-0000 Unit of one or no employees

530-8020-2500-0000 Reversion to bargaining in separately certified units

530-8020-5000-0000 Consolidated bargaining in separately certified units

530-8020-6000-0000 Demand for bargaining in unit other than certified or recognized

530-8020-7500-0000 Bargaining in unit not certifiable by Board

530-8023 NOT BOUND BY MULTIEMPLOYER BARGAINING

530-8023-0100-0000 Generally

530-8023-1000-0000 Actions inconsistent with valid withdrawal

530-8023-1200-0000 Never became member

530-8023-1900-0000 Expulsion from employer association

530-8023-2500-0000 Withdrawal timely

530-8023-3700-0000 Withdrawal unequivocal

530-8023-5000-0000 Withdrawal untimely

530-8023-6600-0000 Association exceeded its authority

530-8023-6700-0000 Unusual circumstances in untimely withdrawal

530-8023-6800-0000 No unit employees or one-man unit

530-8023-7500-0000 Union's acquiescence in untimely withdrawal

530-8023-8200-0000 Effect of most favored nations clause

530-8023-9000-0000 Where not all employees were covered by contract

530-8023-9500-0000 Individual member variance in negotiations

530-8023-9700-0000 Effect of Section 10(b) 6-month limitation

530-8027 LOSS OF MAJORITY (SEE ALSO 530-4080-5000)

530-8027-0400-0000 No defense where raised after commission of ULP

530-8027-0450-0000 During 60-day notice posting period

530-8027-0500-0000 Right to work laws

530-8027-0700-0000 Unfavorable employee comments

530-8027-0900-0000 Employee turnover

530-8027-1000-0000 Packing the unit

530-8027-1400-0000 Return of striking employees during strike

530-8027-1600-0000 Return of striking employees after strike

530-8027-1800-0000 Failure of employees to join strike

530-8027-2700-0000 Replacement of ULP strikers

530-8027-3200-0000 No election held

530-8027-3600-0000 Not defense where employer is responsible for loss

530-8027-4500-0000 Discontinuance of operation for economic reasons

530-8027-4800-0000 Change in unit

<u>530-8027-5400-0000</u>	Plant relocation	<u>530-8040-3300-0000</u>	Employer gave adequate notice
<u>530-8027-6300-0000</u>	Loss of employee status by participants in illegal strike	<u>530-8042</u>	EXISTENCE OF BINDING AGREEMENT
<u>530-8027-7200-0000</u>	Replacement of non-ULP strikers	<u>530-8045</u>	DEFENSES BASED UPON CONTRACT CONSIDERATIONS
<u>530-8027-7500-0000</u>	Lack of activity on part of bargaining representative	<u>530-8045-0100-0000</u>	Generally
<u>530-8027-7550-0000</u>	Grievances	<u>530-8045-1200-0000</u>	Actions permissible in absence of contract
<u>530-8027-8100-0000</u>	Validly discharged employees eliminate union majority	<u>530-8045-2500-0000</u>	Actions permissible during hiatus between contracts
<u>530-8027-8300-0000</u>	Disinterest of unit members	<u>530-8045-2900-0000</u>	Invalid or nonexistent contract
<u>530-8027-9000-0000</u>	Employee petition repudiating bargaining representative; loss of election	<u>530-8045-3300-0000</u>	Incomplete, inaccurate, or insufficient explicit contract
<u>530-8027-9500-0000</u>	Checkoff authorizations	<u>530-8045-3500-0000</u>	Effect of "after acquired" clause
<u>530-8027-9900-0000</u>	Reports in media	<u>530-8045-3600-0000</u>	Contract provision prohibits action
<u>530-8031</u>	EMPLOYER MAY NOT RELY ON EMPLOYEE'S RIGHTS IN REFUSAL TO RECOGNIZE OR BARGAIN	<u>530-8045-3700-0000</u>	Contract provisions expressly authorize actions
<u>530-8031-5000-0000</u>	Lack of employee ratification of contract	<u>530-8045-3725-0000</u>	Management rights clause
<u>530-8032</u>	UNION'S BAD FAITH OR CONDUCT OUTSIDE BARGAINING OR NEGOTIATIONS (SEE 530-8036 FOR CONDUCT DURING BARGAINING)	<u>530-8045-3750-0000</u>	Referral of unresolved new contract terms for settlement
<u>530-8033</u>	UNION POSITION INCONSISTENT WITH ITS OBLIGATION TO REPRESENT EMPLOYEES	<u>530-8045-3775-0000</u>	Favored-nation clause
<u>530-8034</u>	ABANDONMENT OF EMPLOYEES BY UNION	<u>530-8045-3787-0000</u>	Members only
<u>530-8034-3300-0000</u>	Failure to appoint stewards	<u>530-8045-5000-0000</u>	Contract provisions impliedly authorizes action
<u>530-8034-6700-0000</u>	Failure to process grievances	<u>530-8045-5600-0000</u>	Contract terms affected by government policy or regulations
<u>530-8036</u>	CONDUCT OF UNION REPRESENTATIVE DURING BARGAINING	<u>530-8045-5700-0000</u>	Contract terms affected by union's constitution or bylaws
<u>530-8036-0100-0000</u>	Generally	<u>530-8045-5800-0000</u>	Contract as bar to election
<u>530-8036-1000-0000</u>	Conduct during negotiations indicating futility of further negotiations	<u>530-8045-6000-0000</u>	Illegal execution of contract
<u>530-8036-1500-0000</u>	Misrepresentations	<u>530-8045-6200-0000</u>	Breach of contract
<u>530-8036-1900-0000</u>	Hostility towards employer	<u>530-8045-6201-0000</u>	Generally
<u>530-8036-2000-0000</u>	Attempts to harass employer	<u>530-8045-6201-5000</u>	Jurisdiction of Board to remedy breach
<u>530-8036-3000-0000</u>	Disruptive conduct	<u>530-8045-6220-0000</u>	No-strike provisions
<u>530-8036-4000-0000</u>	Walking out of meeting	<u>530-8045-6240-0000</u>	Grievance and arbitration provisions
<u>530-8036-5000-0000</u>	Imposition of ultimatum	<u>530-8045-6250-0000</u>	Breach of strike-settlement agreement
<u>530-8036-5500-0000</u>	Attacking preconditions to bargaining	<u>530-8045-6260-0000</u>	Slowdown
<u>530-8036-6000-0000</u>	Lack of diligence in pursuing bargaining objectives	<u>530-8045-6280-0000</u>	Condonation of prior breach
<u>530-8036-6500-0000</u>	Failure to make timely response to proposal	<u>530-8045-6700-0000</u>	Unlawful provision
<u>530-8036-7000-0000</u>	Repudiation of previous progress and tentative agreements	<u>530-8045-6750-0000</u>	Members only
<u>530-8036-8000-0000</u>	Silence as acquiescence in assertion of loss of majority	<u>530-8045-8300-0000</u>	Automatic Renewal of Contract
<u>530-8036-9000-0000</u>	Participating unions' conspiratorial locked-in understanding	<u>530-8045-8700-0000</u>	Expiration of agreement
<u>530-8036-9500-0000</u>	Acceptance of employer's proposal	<u>530-8045-9100-0000</u>	Execution of contract clause illegal under state or federal law
<u>530-8036-9550-0000</u>	Without knowledge of contents	<u>530-8045-9300-0000</u>	Implied agreement
<u>530-8040</u>	CONDUCT OF EMPLOYER DURING BARGAINING	<u>530-8045-9500-0000</u>	Termination of contract
<u>530-8040-0100-0000</u>	Generally	<u>530-8045-9700-0000</u>	Rescission of contract
		<u>530-8049</u>	DEFENSES BASED UPON PAST PRACTICES
		<u>530-8050</u>	DEFENSE BASED UPON STATUTORY PROSCRIPTION OR ABRIDGEMENT OF CONSTITUTIONAL RIGHTS
		<u>530-8052</u>	DEFENSE OF ECONOMIC CONDITION, LABOR COSTS, OR EMERGENCY SITUATION
		<u>530-8054</u>	WAIVER (SEE ALSO 775-0000)
		<u>530-8054-0100-0000</u>	Generally

<u>530-8054-0133-0000</u>	Waiver must be explicit	530-8072-6500-0000	Pendency of UC petition
<u>530-8054-0167-0000</u>	Waiver will not be implied	530-8072-7000-0000	Rival union's RC petition
<u>530-8054-1000-0000</u>	Union's failure to object to E's past unilateral changes not waiver as to present changes	530-8072-8400-0000	Pendency of court review of order directing reinstatement of dischargees whose challenged ballots are determinative of election
<u>530-8054-1500-0000</u>	Union's failure to bring up subject while negotiations are still pending not waiver	<u>530-8072-9200-0000</u>	Pendency of collateral litigations
<u>530-8054-2000-0000</u>	Omission from contract of matters subject to collective bargaining does not constitute waiver	<u>530-8074</u> PROVISIONS OF BOARD ORDER	
<u>530-8054-2050-0000</u>	Effect of "zipper" or wrap-up clause	<u>530-8075</u> REGIONAL DIRECTOR'S RULING	
<u>530-8054-2500-0000</u>	Filing grievances or charges	<u>530-8076</u> PENDENCY OF COURT PROCEEDINGS	
<u>530-8054-4000-0000</u>	Abandonment of demands does not constitute waiver	<u>530-8076-0100-0000</u>	Generally
<u>530-8054-5000-0000</u>	Effect of zipper clause	<u>530-8076-3300-0000</u>	Review of Board Order of Certification
530-8054-6000-0000	Settlement of strike not waiver of ULP	<u>530-8076-6700-0000</u>	Review of Board Finding of ULP
<u>530-8054-6500-0000</u>	Waiver to represent employees	<u>530-8076-7500-0000</u>	Other federal court proceedings
<u>530-8054-7000-0000</u>	Agreement to management rights clause or other contracted provision claimed to be waiver	530-8076-8400-0000	State court proceedings
530-8054-8000-0000	Proceeding to election not waiver of union right to file ULP charges	<u>530-8077</u> PROVISIONS OF COURT ENFORCEMENT DECREE	
<u>530-8054-9000-0000</u>	Failure to request that employer bargain	<u>530-8078</u> EFFECT OF COURT INJUNCTION DECREE	
<u>530-8059</u> DEFENSE OF CURRENT BARGAINING DEVELOPMENTS AND INDUSTRY PRACTICE		<u>530-8079</u> UNFAIR LABOR PRACTICE ACTION BY OTHER PARTY OR BY THIRD PARTY	
<u>530-8063</u> STRIKES		<u>530-8080</u> DISCRIMINATION	
<u>530-8063-0100-0000</u>	Generally	<u>530-8080-0100-0000</u>	Generally
<u>530-8063-0150-0000</u>	Obligation to bargain during strike	530-8080-2500-0000	National origin
530-8063-1400-0000	Effect on impasse	<u>530-8080-5000-0000</u>	Race
530-8063-2800-0000	Strike against another party to industry- wide contract	530-8080-7500-0000	Sex
530-8063-4200-0000	Strike by sister local	530-8080-7700-0000	Age
530-8063-4900-0000	Strike by another union at same plant	530-8080-8700-0000	Religion
530-8063-5600-0000	Partial strike	<u>530-8080-9000-0000</u>	Disability
<u>530-8063-7000-0000</u>	Strike for unlawful object	<u>530-8081</u> INVALIDITY OF CERTIFICATION OR RECOGNITION	
<u>530-8063-8400-0000</u>	Fear of strike endangering operations	<u>530-8081-0100-0000</u>	Generally
<u>530-8063-9800-0000</u>	Violence during strike	530-8081-0800-0000	Employee complement at time of election not representative and substantial
<u>530-8068</u> GRIEVANCE/ARBITRATION PROCEEDINGS AND/OR AWARD		530-8081-1200-0000	Denial of fair hearing
<u>530-8072</u> PENDENCY OF BOARD PROCEEDINGS		<u>530-8081-2500-0000</u>	New matter or evidence
530-8072-1400-0000	Filing by union of representation petition simultaneously with its request for recognition	<u>530-8081-3700-0000</u>	Conduct on part of Regional Director or other Board employee
<u>530-8072-2800-0000</u>	Filing of decertification petition	530-8081-4000-0000	Absence of review of Regional Director's decision
<u>530-8072-3500-0000</u>	Pendency of Regional Director's direction of election or decision on objections	<u>530-8081-4300-0000</u>	Union's conflict of interest
<u>530-8072-4200-0000</u>	Pendency of ULP proceedings	<u>530-8081-5000-0000</u>	Fairness of election
530-8072-5600-0000	Pendency of Board determination of whether contract in fact existed	<u>530-8081-6200-0000</u>	Appropriateness of unit
530-8072-6300-0000	Request for review of Regional Director's decision	<u>530-8081-6900-0000</u>	Union merger, affiliation or trusteeship
		<u>530-8081-7500-0000</u>	Validity of ballots
		530-8081-8100-0000	Validity of authorization cards
		530-8081-8700-0000	Recognition coerced by economic pressure
		<u>530-8081-9000-0000</u>	Recognition coerced by supervisory pressure
		<u>530-8081-9300-0000</u>	Union lacked majority when recognized
		<u>530-8082</u> ELIMINATION OF UNIT OR JOB CLASSIFICATION FROM UNIT OR THEIR ESTABLISHMENT	
		<u>530-8083</u> LACK OR LOSS OF STANDING OF REPRESENTATIVE	

**530-8084 OTHER MATTERS PERTAINING TO
PRIOR REPRESENTATION CASE**

530-8084-2500-0000 Foreign employer's labor
relations policies in own country
530-8084-5000-0000 Denial or disclosure of Board
documents (FOIA)

530-8085 STATE CERTIFICATION

**530-8090 CHANGE IN EMPLOYER'S
OPERATIONS**

530-8090-0100-0000 Generally
530-8090-0133-0000 Required by action of third
party
530-8090-0167-0000 Pressing economic necessity
530-8090-1000-0000 Closing of plant
530-8090-2000-0000 Closing or sale of
department, division, or operation
530-8090-2500-0000 Merger
530-8090-3000-0000 Seasonal operations
530-8090-4000-0000 Relocation or consolidation
of operations

530-8090-4100-0000 Transfer of work or employee
classification outside of unit

530-8090-5000-0000 Administrative action
eliminating employee category

530-8090-5500-0000 Change in administrative or
corporate structure

530-8090-6000-0000 Subcontracting
530-8090-6900-0000 Increase or decrease in
business volume or locations

530-8090-7000-0000 Institution of new shift

530-8090-7500-0000 Institution of new production
method or standards

530-8090-8000-0000 Manufacture of new product
or introduction of new operation

530-8090-8300-0000 Change in name

530-8090-8500-0000 Change in industry

530-8090-9000-0000 Reopening after shutdown

530-8095 EFFECT OF OTHER STATUTES

536	UNION COERCION OF EMPLOYEES - (SECTION 8(b)(1)(A))
536-0100	GENERALLY
536-0150	SCOPE OF PROSCRIPTION
<u>536-0150-0100-0000</u>	Generally
<u>536-0150-2500-0000</u>	Not coextensive with section 8(a)(1)
<u>536-0150-5000-0000</u>	Violations of other subsections of 8(b) not necessarily violation of 8(b)(1)(A)
<u>536-0150-7500-0000</u>	Conduct reasonably calculated to coerce; must be arbitrary, discriminatory, or in bad faith and exceeds mere negligence
536-0169	DISCIPLINE INCONSISTENT WITH AMNESTY OR SETTLEMENT AGREEMENT
536-1200	UNION INTERFERENCE WITH EMPLOYEE REFRAINING FROM ENGAGING IN UNION ACTIVITY
536-1225	DISCRIMINATORY DISPERSAL OF SETTLEMENT FUNDS
536-2500	FORM OF UNION CONDUCT
536-2501	GENERALLY
<u>536-2501-2000-0000</u>	Coerciveness for Board to determine
<u>536-2501-4000-0000</u>	Effectiveness need not be shown
<u>536-2501-6000-0000</u>	Indirect coercion
<u>536-2501-6500-0000</u>	Isolated conduct
<u>536-2501-7000-0000</u>	Triviality of conduct
<u>536-2501-8000-0000</u>	Noncoercive circumstances
536-2505	INTERROGATION OF EMPLOYEES
536-2506	PICKETING
536-2507	FILING CRIMINAL OR CIVIL LAW SUIT OR FOR ARBITRATION
536-2509	THREATS TO EMPLOYEES
<u>536-2509-0100-0000</u>	Generally
<u>536-2509-0600-0000</u>	Prohibiting resignation from union
<u>536-2509-1200-0000</u>	Refusal to refer or to transfer
<u>536-2509-1800-0000</u>	Denial of membership in union
<u>536-2509-2500-0000</u>	Loss of employment
<u>536-2509-2700-0000</u>	Loss of seniority
<u>536-2509-3700-0000</u>	Legal action
<u>536-2509-4300-0000</u>	Loss of support for union office
<u>536-2509-5000-0000</u>	Loss of employment benefits
<u>536-2509-5200-0000</u>	Loss of settlement benefits
<u>536-2509-5600-0000</u>	Loss of pension
<u>536-2509-5900-0000</u>	Loss of health and welfare benefits
<u>536-2509-6200-0000</u>	Loss or lack of representation
<u>536-2509-7500-0000</u>	Violence
<u>536-2509-8100-0000</u>	Change of working conditions
<u>536-2509-8700-0000</u>	Harassment
<u>536-2509-9000-0000</u>	Deportation
<u>536-2509-9300-0000</u>	Fines and other sanctions for violating union rules and opposing union
<u>536-2509-9500-0000</u>	Unspecified

<u>536-2509-9900-0000</u>	Other
536-2510	INTERROGATION
536-2512	SURVEILLANCE, PHOTOGRAPHING, VIDEOTAPING, ETC.
536-2514	FORM OF BENEFIT OR PROMISES THEREOF
<u>536-2514-0100-0000</u>	Generally
<u>536-2514-2500-0000</u>	Jobs
<u>536-2514-4000-0000</u>	Monetary payments
<u>536-2514-5000-0000</u>	Waiver of dues or fees
536-2515	DEMANDS AGAINST EMPLOYEES
536-2516	CONDUCT TO PROTECT STATUS AS REPRESENTATIVE
536-2518	VIOLENCE AGAINST EMPLOYEES
<u>536-2518-0100-0000</u>	Generally
<u>536-2518-1000-0000</u>	In hiring hall
<u>536-2518-2000-0000</u>	On picket line
<u>536-2518-4000-0000</u>	Away from picket line
<u>536-2518-5000-0000</u>	During ambulatory picketing
<u>536-2518-6000-0000</u>	Mass picketing
<u>536-2518-7000-0000</u>	At employer's plant
<u>536-2518-8000-0000</u>	Obstructing ingress to and egress from plant
<u>536-2518-9000-0000</u>	For intra-union or contra-union activity
536-2519	THREATS OR VIOLENCE AGAINST SUPERVISORS
536-2520	BLACKLISTING OF EMPLOYEES
536-2522	DEMANDS AGAINST EMPLOYER
536-2525	CLOSING HIRING HALL FACILITY
536-2527	VIOLENCE OR THREATS THEREOF AGAINST EMPLOYERS KNOWN TO EMPLOYEES
<u>536-2527-5000-0000</u>	Destruction of employer's property
536-2529	VIOLENCE OR THREATS THEREOF AGAINST OTHERS
536-2530	REPRISALS AGAINST EMPLOYEES FOR ENGAGING IN PROTECTED ACTIVITIES
536-2531	DISCRIMINATION AGAINST SUPERVISORS OR APPLICANTS FOR SUPERVISORY POSITION
536-2535	DISCRIMINATORY DISPERSAL OF SETTLEMENT FUNDS
536-2536	STRIKES AND BOYCOTTS, OR THREATS THEREOF
<u>536-2536-2000-0000</u>	Strikes
<u>536-2536-2033-0000</u>	To compel unlawful discharge
<u>536-2536-2067-0000</u>	To compel preferential hiring
<u>536-2536-2084-0000</u>	To force employer to make bargaining concessions
<u>536-2536-4000-0000</u>	Boycott appeals
<u>536-2536-6000-0000</u>	Boycotting products manufactured by nonmembers
<u>536-2536-8000-0000</u>	Do not patronize listings
536-2545	HIRING HALL AND OTHER REFERRAL PRACTICES
<u>536-2545-0100-0000</u>	Generally
<u>536-2545-0600-0000</u>	Requirement of referral
<u>536-2545-1200-0000</u>	Refusal of referral

<u>536-2545-1500-0000</u>	Preference for union members in general, and/or membership in particular local	<u>536-2560</u>	ADVISING EMPLOYEES CONCERNING CHECKOFF AUTHORIZATIONS
<u>536-2545-1600-0000</u>	Preference based on familial relationship	<u>536-2561</u>	DEMAND FOR CHECKOFF DUES OR DUES EQUIVALENCY OF RESIGNED MEMBERS
<u>536-2545-1800-0000</u>	Refusal to comply with seniority procedures	<u>536-2562</u>	DEMAND FOR DUES PURSUANT TO REVOKED, EXPIRED OR INVALID CHECKOFF AUTHORIZATION
536-2545-2500-0000	Refusal of clearance by hiring hall	<u>536-2563</u>	MINORITY UNION'S ACCEPTANCE OF EXCLUSIVE BARGAINING AUTHORITY
536-2545-2800-0000	Job referrals based on group classifications arrived at through journeyman's examinations	<u>536-2563-0100-0000</u>	Generally
<u>536-2545-2900-0000</u>	Jobs referrals out-of-sequence with names listed on register	536-2563-2500-0000	Availability of decertification procedure immaterial
<u>536-2545-3100-0000</u>	Denial of access to employment roster and other job referral records, rules and procedures	536-2563-5000-0000	Good faith immaterial
<u>536-2545-3700-0000</u>	Denial or revocation of work permit	536-2563-7500-0000	Subsequent acquisition of majority immaterial
<u>536-2545-3900-0000</u>	Denial of overtime	<u>536-2564</u>	UNION'S DEMAND OR ACCEPTANCE OF REPRESENTATIVE STATUS IN INAPPROPRIATE UNIT
<u>536-2545-5000-0000</u>	Refusal of access to hiring hall	<u>536-2565</u>	CHANGE IN REPRESENTATIVE EXECUTION OR RENEWAL OF CONTRACT DURING PENDENCY OF REAL QUESTION OF REPRESENTATION
<u>536-2545-5800-0000</u>	Refusal to allow nonmembers to remain inside hiring hall	<u>536-2566</u>	RECOGNITION OF UNION DURING PENDENCY OF REAL QUESTION OF REPRESENTATION
536-2545-7500-0000	Refusal of withdrawal card	<u>536-2567</u>	UNION'S ACCEPTANCE OF REPRESENTATION STATUS WHILE DISQUALIFIED
<u>536-2545-9900-0000</u>	Other	<u>536-2569</u>	RENEWAL OF CONTRACT AFTER LOSS OF MAJORITY
<u>536-2548</u>	REFUSAL TO FURNISH INFORMATION OR PERMIT INSPECTION OF RECORDS	536-2569-3300-0000	During insulated period of contract
<u>536-2550</u>	SUPERVISORS' PARTICIPATION AS UNION MEMBERS IN UNION ACTIVITIES	536-2569-3333-0000	Where union has no knowledge of loss of majority
<u>536-2551</u>	CAUSING EMPLOYER TO MAKE RETROACTIVE DUES DEDUCTIONS	<u>536-2569-3367-0000</u>	Where union has knowledge of loss of majority
<u>536-2553</u>	DISCRIMINATORY DUES OR INITIATION FEES	<u>536-2570</u>	ACCEPTANCE OF ASSISTANCE FROM EMPLOYER
<u>536-2554</u>	REQUIRING PAYMENTS OTHER THAN DUES	<u>536-2571</u>	DEDUCTION OF DUES WITHOUT CHECKOFF AUTHORIZATION
<u>536-2554-0100-0000</u>	Generally	<u>536-2572</u>	EXECUTION OR MAINTENANCE OF INVALID UNION-SECURITY AGREEMENT
<u>536-2554-2500-0000</u>	Fine, assessment, back dues, fee for reinstatement, transfer, referral or work acquisition	<u>536-2572-2500-0000</u>	Covering employees for whom union not exclusive representative
<u>536-2554-3100-0000</u>	Payment of agency fees for nonrepresentational purposes	536-2572-5000-0000	Suspension of agreement must be communicated to employees
536-2554-3700-0000	Benefit programs	<u>536-2573</u>	ACCEPTING UNLAWFULLY COLLECTED DUES
536-2554-5000-0000	Discount practices	<u>536-2574</u>	UNION'S ACCEPTANCE OF CONCEALED PAYMENTS FROM EMPLOYER (KICKBACKS)
536-2554-7500-0000	Wage contribution as condition of picket line pass	<u>536-2575</u>	FAILURE TO TERMINATE OR REESTABLISHMENT OF 8(f) RELATIONSHIP
<u>536-2554-7600-0000</u>	Grievance service fee or bond	<u>536-2576</u>	DISCRIMINATORY MAINTENANCE OF CONTRACT CLAUSE
536-2554-8700-0000	Repayment of striker's benefits	536-2576-2500-0000	Requirement of dues checkoff authorization upon referral
<u>536-2555</u>	USE OF DUAL-PURPOSE MEMBERSHIP/CHECKOFF CARDS	<u>536-2576-5000-0000</u>	Superseniority and/or other benefits for union officials or stewards
<u>536-2556</u>	REFUSAL TO ALLOW WITHDRAWAL OF CHECKOFF AUTHORIZATIONS		
<u>536-2557</u>	DEMANDING DUES OR AGENCY FEES WHILE DENYING MEMBERSHIP		
<u>536-2558</u>	PREVENTING CIRCULATION OF DECERTIFICATION, DEAUTHORIZATION PETITION, OR ADVERSE LITERATURE		
<u>536-2559</u>	REFUSAL TO ACCEPT DUES OR OTHER PAYMENTS, OR REFUND SAME		

536-2578 EXECUTION OF DISCRIMINATORY CONTRACT OR CLAUSE

536-2581 DUTY OF FAIR REPRESENTATION

536-2581-0100-0000 Generally
536-2581-0120-0000 Section 7 as source of employee's right to fair treatment by representative
536-2581-0140-0000 Section 8(b)(1)(A) as encompassing duty to represent fairly
536-2581-0160-0000 Duty owed all employees whom union represents
536-2581-0170-0000 Duty not limited to certified unions
536-2581-0180-0000 Duty may be breached by action or inaction
536-2581-0180-5000 Adequacy of representation provided by U to employees
536-2581-3300-0000 Forms of representation to which duty applies
536-2581-3301-0000 Generally
536-2581-3307-0000 Union security requirements
536-2581-3307-5000 Payment of fees by nonmembers of union (Beck)
536-2581-3307-5001 Generally
536-2581-3307-5010 Notice of Beck rights
536-2581-3307-5020 Timeliness of objections
536-2581-3307-5030 Notification to union of objections
536-2581-3307-5040 Chargeable expenses
536-2581-3307-5050 Information provided by union
536-2581-3314-0000 Operation of referral system
536-2581-3316-0000 Operation of pension and health trust funds
536-2581-3328-0000 Operation of seniority system
536-2581-3335-0000 Operation of apprenticeship program
536-2581-3338-0000 Operation of driver dispatch system
536-2581-3342-0000 Informing employees of rights under contract
536-2581-3343-0000 Informing employees of rights under constitution and bylaws
536-2581-3344-0000 Informing employees of rights under benefit plans
536-2581-3350-0000 Informing employees of arbitration award
536-2581-3356-0000 Informing employees of obligation under contract
536-2581-3358-0000 Informing employees that grievance is without merit
536-2581-3359-0000 Work stoppage
536-2581-3360-0000 Job assignment, work scheduling, etc.
536-2581-3370-0000 Negotiations of agreements or settlements
536-2581-3370-0100 Generally
536-2581-3370-0150 Fair treatment for all unit members
536-2581-3370-3300 Elimination of racially discriminatory conditions
536-2581-3370-5000 Failure or refusal to cover all Employees in certified unit in negotiated contract

536-2581-3370-6700 Consolidation of seniority lists on merger
536-2581-3370-7300 Acceptance of agreement or settlement
536-2581-3370-7900 Ratification of agreement
536-2581-3370-8900 Strike settlement agreement
536-2581-3384-0000 Grievances
536-2581-3388-0000 Representation of employee at interview with management
536-2581-3392-0000 Solicitation of contributions on behalf of employees
536-2581-6700-0000 Basis for union action or failure to act
536-2581-6701-0000 Generally
536-2581-6733-0000 Permissible considerations
536-2581-6733-2500 Contract
536-2581-6733-5000 Good-faith evaluation of merits of grievance
536-2581-6733-7500 Reasonableness of rule
536-2581-6750-0000 Loyalty to union
536-2581-6767-0000 Irrelevant or invidious considerations
536-2581-6767-0100 Generally
536-2581-6767-2500 Race
536-2581-6767-2600 Age
536-2581-6767-3100 Religion
536-2581-6767-3700 Sex
536-2581-6767-3800 Request by employer
536-2581-6767-4300 Nepotism
536-2581-6767-4600 Dual unionism
536-2581-6767-5000 Nonmembership in union of unit employee
536-2581-6767-5500 Protection of privacy
536-2581-6767-6000 Undue burden
536-2581-6767-7000 Support of rival union
536-2581-6767-7500 Intra-union activity
536-2581-6767-7600 Delinquency in dues or other monies owed to union
536-2581-6767-7800 Failure to follow union rules or procedures
536-2581-6767-8100 Personal animosity toward employees
536-2581-6767-8600 Failure to sign checkoff authorization cards
536-2581-6767-8700 Recourse to the NLRB
536-2581-6767-9500 Filing of discrimination charges with other agencies

536-2585 WAIVER OF EMPLOYEE RIGHTS BY CONTRACT

536-2590 INTERFERENCE WITH BOARD PROCEEDINGS

536-2595 INTERFERENCE WITH ACCESS TO BOARD

536-2599 OTHER FORMS OF COERCIVE CONDUCT

536-5000 UNION RULES PROVISIO

536-5025 SCOPE OF EXEMPTION

536-5025-0100-0000 Generally
536-5025-0150-0000 Rules promulgated prior to 10(b) limitation period
536-5025-3300-0000 Rules respecting acquisition or retention of membership

<u>536-5025-3350-0000</u>	Cannot be prescribed to change employer hiring policy or affect employment status	<u>536-5050-6717-0000</u>	Prohibition against working with delinquent member or non-member
<u>536-5025-6700-0000</u>	Rules governing conduct of members	<u>536-5050-6730-0000</u>	Restrictions on resignation from union
<u>536-5025-8300-0000</u>	Rules governing internal procedures	<u>536-5050-6733-0000</u>	Prohibition against filing ULP charge, testifying at Board hearing or arbitration proceeding
<u>536-5025-8325-0000</u>	Failure to exhaust internal union remedies	536-5050-6733-5000	Imposing trusteeship on local for filing ULP charge against international
<u>536-5025-8350-0000</u>	Cannot be prescribed to change employer hiring policy or affect employment status	536-5050-6741-0000	Prohibition against complaining about union to governmental agencies other than National Labor Relations Board or to community organizations
<u>536-5050</u>	EMPLOYEE CONDUCT REGULATED BY RULES	<u>536-5050-6750-0000</u>	Prohibition against testifying against union member
<u>536-5050-0100-0000</u>	Generally	<u>536-5050-6754-0000</u>	Prohibition against providing harmful information against union member
<u>536-5050-0150-0000</u>	Voluntariness of union membership	536-5050-6755-0000	Prohibition against testifying adverse to union's position
536-5050-0175-0000	De facto membership adequate to subject employee to rules obligation	536-5050-6758-0000	Requiring union permission to work overtime
536-5050-3300-0000	Regulation within proviso	<u>536-5050-6759-0000</u>	Prohibition against overtime work
536-5050-3312-0000	Requiring wearing or display of slogans or emblems	<u>536-5050-6767-0000</u>	Requiring employees to sign dues checkoff authorizations
536-5050-3318-0000	Personal appearance standards for apprentices	<u>536-5050-6775-0000</u>	Limitation upon participation in internal affairs of union
536-5050-3325-0000	Production limit rule	536-5050-6783-0000	Prohibition against accepting temporary assignments as supervisors
536-5050-3337-0000	Requiring acceptance of work assignments	536-5050-6791-0000	Prohibition against supporting rival union
<u>536-5050-3350-0000</u>	Prohibition against crossing picket line	<u>536-5075</u>	ENFORCEMENT OF RULES WITHIN PROVISIO
<u>536-5050-3350-0100</u>	Generally	<u>536-5075-0100-0000</u>	Generally
<u>536-5050-3350-0150</u>	Legality of prohibition where no-strike clause in effect	<u>536-5075-0112-0000</u>	No requirement of explicit warning to members of conduct which will incur particular penalty
536-5050-3350-2500	Primary picket lines	<u>536-5075-0125-0000</u>	May not be enforced through employment relationship
536-5050-3350-5000	Secondary picket lines	<u>536-5075-0137-0000</u>	Board not authorized to evaluate fairness of union discipline
536-5050-3350-7500	Picket line of another union at own employers premises	<u>536-5075-0140-0000</u>	Status of contract
536-5050-3350-8700	Picketing by different union at same employer's premises	<u>536-5075-0150-0000</u>	Membership status of employees at time of conduct
536-5050-3350-9300	Picket line of own union for other employees at own employer's premises	536-5075-0150-1200	Unenforceable against employee paying service charge under agency shop
536-5050-3362-0000	Prohibition against remaining on job after picket line established	<u>536-5075-0150-2500</u>	Enforceable if done for conduct engaged in prior to resignation
<u>536-5050-3365-0000</u>	Prohibition against working in nonunion shop	<u>536-5075-0150-5000</u>	Unenforceable if done for conduct engaged in subsequent to resignation
536-5050-3368-0000	Prohibition against supervisors serving as union officers	<u>536-5075-0150-6000</u>	Duty to provide notice of restrictions on resignation
<u>536-5050-3375-0000</u>	Prohibition against filing decertification, deauthorization or representation petition	<u>536-5075-0150-6300</u>	Reduction from full to financial core membership status
536-5050-3377-0000	Prohibition against filing unit clarification petition	<u>536-5075-0150-7500</u>	Time resignation effective
536-5050-3380-0000	Prohibition against opposing union's organizing effort	536-5075-0150-7550	Unless union rule or bylaw states otherwise
<u>536-5050-3385-0000</u>	Violation of hiring hall procedure	<u>536-5075-0150-7575</u>	Unduly restrictive resignation procedure or conditions
<u>536-5050-3387-0000</u>	Conduct of employee disrupting operation of hiring hall	<u>536-5075-0150-8700</u>	Resignation effective when received
<u>536-5050-3393-0000</u>	Prohibition against injury to fellow union member	<u>536-5075-0150-8750</u>	Where union bylaws contain no provision for voluntary resignation
536-5050-6700-0000	Regulation not within proviso		
<u>536-5050-6708-0000</u>	Prohibition against work assignments other than regular duties		

<u>536-5075-0162-0000</u>	Rules consistent with collective bargaining agreement may be enforced	536-5075-5033-3300	Refusal to honor picket line
536-5075-0169-0000	Discipline inconsistent with amnesty or settlement agreement	<u>536-5075-5033-5000</u>	Enforceable as sanction against member for filing decertification or representation petition
<u>536-5075-0175-0000</u>	Rule or rule change inconsistent with collective-bargaining agreement may not be enforced	536-5075-5033-5300	Voting against representation by union of which voter is a member
<u>536-5075-0187-0000</u>	Rules may not seek to vindicate policy in conflict with NLRA	536-5075-5033-6700	Unenforceable when done for multiple reasons, one of which is invalid
536-5075-0198-0000	Revocation of penalties on appeal does not eliminate potential violation by local union	536-5075-5033-7500	Enforceable as sanction against resigned member for crossing picket line
536-5075-5000-0000	Forms of enforcement	536-5075-5033-8000	Working in nonunion shop
536-5075-5017-0000	Fine	<u>536-5075-5050-0000</u>	Threats
536-5075-5017-0100	Generally	536-5075-5050-0100	Generally
<u>536-5075-5017-2500</u>	Imposition not contrary to statutory intentment	536-5075-5050-5000	Charges by union against member if he resorts to or is involved in Board processes
<u>536-5075-5017-3700</u>	Imposition contrary to statutory intentment	<u>536-5075-5067-0000</u>	Suspension from membership
<u>536-5075-5017-5000</u>	Reasonableness of amount not relevant	<u>536-5075-5067-0100</u>	Generally
536-5075-5017-5050	Should be left to local tribunals	536-5075-5067-1300	Advising employees to seek redress of their grievances from Board
<u>536-5075-5017-6700</u>	Unenforceable as sanction against member for filing or circulating decertification, deauthorization or representation petition	536-5075-5067-2500	Refusal to honor picket line
536-5075-5017-7000	Unenforceable as sanction against member for filing charges	<u>536-5075-5067-5000</u>	Enforceable for attempting to have union decertified or deauthorized
536-5075-5017-7200	Unenforceable as sanction against member for supporting rival union	536-5075-5067-5900	Protesting intra-union election procedures
<u>536-5075-5017-7400</u>	Unenforceable as sanction for refusing to violate bargaining agreement	<u>536-5075-5067-6700</u>	Illegal where rule was discriminatorily applied
<u>536-5075-5017-7500</u>	Refusal to honor picket line or to participate in strike	536-5075-5067-7500	Not enforceable for crossing picket line
<u>536-5075-5017-7600</u>	Working in nonunion shop	<u>536-5075-5075-0000</u>	Suspension or termination from apprenticeship program
536-5075-5017-7700	Abandoning strike	<u>536-5075-5076-0000</u>	Removal from job
536-5075-5017-7800	Voting against representation by union of which voter is a member	536-5075-5083-0000	Removal of member from office
<u>536-5075-5017-7900</u>	Engaging in dissident union activity	<u>536-5075-5083-0100</u>	Generally
536-5075-5017-8000	Violation of union's no-contract/ no-work policy	<u>536-5075-5083-2500</u>	Union officers affected
<u>536-5075-5017-8100</u>	Refusal to comply with union's overtime ban	536-5075-5083-2525	Executive board member
<u>536-5075-5017-8200</u>	Reporting or testifying as to another member's misconduct	536-5075-5083-2537	Recording secretary
<u>536-5075-5017-8300</u>	Court proceedings to collect fine	<u>536-5075-5083-2550</u>	Job steward
<u>536-5075-5025-0000</u>	Filing intra-union charges	536-5075-5083-5000	Enforceable as sanction against member for decertification, deauthorization or representation activities
<u>536-5075-5030-0000</u>	Prohibition against holding union office	<u>536-5075-5083-7500</u>	Debarment from holding office in future enforceable
536-5075-5033-0000	Expulsion	<u>536-5075-5091-0000</u>	Denial of membership
<u>536-5075-5033-0100</u>	Generally	536-5075-5091-0100	Generally
		536-5075-5091-3300	Refusal to honor picket line
		536-5075-5091-6700	Engaging in organizing activities for rival union
		<u>536-5075-5095-0000</u>	Reporting employee to government agency or management
		<u>536-5075-5098-0000</u>	Denial of benefits
		<u>536-5085</u>	PROHIBITION AGAINST USE OF BULLETIN BOARD

542 UNION COERCION OF EMPLOYER IN SELECTION OF REPRESENTATIVES - (SECTION 8(b)(1)(B))

542-0100 GENERALLY

542-0125 SCOPE OF PRESCRIPTION

542-0125-2500-0000 Act does not prescribe scientist for 8(b)(1)(B)
542-0125-5000-0000 Maintains employer agent's freedom to act in employer's interest
542-0125-7500-0000 Existence of collective bargaining relationship or currently seeking one
542-0125-9000-0000 Preserves employer's right to select representative

542-0150 SECTION 8(b)(1)(A) PROVISIO NOT APPLICABLE TO SECTION 8(b)(1)(B)

542-0175 MAJORITY STATUS OF UNION NOT REQUIRED

542-3300 FORMS OF RESTRAINT OR COERCION AND THREATS THEREOF

542-3333 ON EMPLOYER

542-3333-0100-0000 Generally
542-3333-1700-0000 Strike or work stoppage
542-3333-2500-0000 Reduction in worktime
542-3333-3300-0000 Picketing
542-3333-4200-0000 Threat of hard bargaining
542-3333-5000-0000 Physical violence
542-3333-6700-0000 Refusal to refer employees
542-3333-7100-0000 Refusal to accept fund payments
542-3333-7500-0000 Requesting discharge, replacement or reinstatement
542-3333-8000-0000 Requesting hire of additional supervisors
542-3333-8300-0000 Refusal to meet with designated representative
542-3333-8700-0000 Insistence on future contract dispute resolving procedures
542-3333-8900-0000 Contractual arbitration provision
542-3333-9100-0000 Refusal to give guarantee of manpower
542-3333-9200-0000 Filing lawsuit against employer
542-3333-9500-0000 Fine levied against union member employer
542-3333-9900-0000 Fine levied against union member employer for crossing picket line

542-3367 ON REPRESENTATIVE

542-3367-0100-0000 Generally
542-3367-0150-0000 Coercion of representative is indirect coercion of employer
542-3367-3300-0000 Refusal to meet with designated representative
542-3367-4200-0000 Refusal to recognize and/or give effect to resignation from union
542-3367-5000-0000 Coercive tactics to cause removal
542-3367-6700-0000 Internal union discipline or threat thereof to enforce adherence to union authority
542-3367-6701-0000 Generally

542-3367-6701-5000 Discipline for performing nonsupervisory work during work stoppage
542-3367-6701-5033 Substantiality of work performed
542-3367-6701-5067 Nature of work performed
542-3367-6708-0000 Summoning representative to appear before union executive board or membership
542-3367-6713-0000 Violence
542-3367-6717-0000 Disciplinary charges
542-3367-6733-0000 Reprimand
542-3367-6740-0000 Probation
542-3367-6750-0000 Fines
542-3367-6751-0000 Barring member from serving as supervisor
542-3367-6758-0000 Removal from job
542-3367-6767-0000 Suspension
542-3367-6775-0000 Revocation or denial of withdrawal card
542-3367-6783-0000 Expulsion
542-3367-6787-0000 Refusal to accept or to refund dues
542-3367-6792-0000 Refusal to accept travel card
542-3367-6794-0000 Refusal to refer
542-3367-6796-0000 Loss of union benefits
542-3367-6798-0000 Court proceedings to collect fine

542-3367-6799-0000 Other disciplinary action

542-6700 REPRESENTATIVES AFFECTED

542-6701 GENERALLY

542-6725 FOR COLLECTIVE BARGAINING

542-6725-3300-0000 Employer association
542-6725-5000-0000 Employer's bargaining agent
542-6725-6700-0000 Bargaining committee designee

542-6750 FOR ADJUSTMENT OF GRIEVANCES

542-6750-0100-0000 Generally
542-6750-0133-0000 Grievance adjustment may include minor complaints handled informally
542-6750-0167-0000 Formal authority over grievances not required

542-6750-3300-0000 Supervisors
542-6750-3333-0000 Of nonbargaining unit employees

542-6750-5000-0000 Temporary supervisors
542-6750-6700-0000 Low level supervisors
542-6750-6716-0000 Staff employee of employer association

542-6763 FOR ADMINISTERING TRUST FUNDS

542-6770 FOR CONTRACT INTERPRETATION AND ADMINISTRATION

542-6775 POTENTIAL REPRESENTATIVES

542-6775-0100-0000 Generally
542-6775-0150-0000 Future representative resources of employer entitled to protection
542-6775-3300-0000 Leadmen
542-6775-5000-0000 Safety specialist
542-6775-6700-0000 Low level supervisors
542-6775-8400-0000 Assistant staff supervisors
542-6775-9200-0000 Legal Counsel

542-6780 OWNER OR RELATIVE

542-6787 FUND TRUSTEES

542-7500 REPRESENTATIVE'S ACTION FOR WHICH DISCIPLINED

542-7533 PERFORMANCE OF RANK-AND-FILE
WORK
542-7550 FOLLOWED EMPLOYER'S
INTERPRETATION OF CONTRACT
542-7567 PERFORMANCE OF SUPERVISORY
DUTIES

542-7583 WORKING FOR NONUNION
EMPLOYER
542-7587 DISREGARD OF SENIORITY RULES
542-8700 WAIVER
542-8701 GENERALLY

548	UNION CAUSATION OF EMPLOYER DISCRIMINATION - (SECTION 8(b)(2))	
548-0100	GENERALLY	
548-0125	NATURE AND SCOPE OF PROSCRIPTION	
<u>548-0125-0100-0000</u>	Generally	
<u>548-0125-2000-0000</u>	Applicants for employment protected	
<u>548-0125-4000-0000</u>	Discrimination against specific employees not required	
548-0125-5000-0000	Sec. 8(b)(2) not utilized for implementation of 10(k) determination	
<u>548-0125-6000-0000</u>	Actions must tend to encourage or discourage union membership	
<u>548-0125-7000-0000</u>	Specific proof of intent not required where conduct inherently destructive of employee rights	
<u>548-0125-7500-0000</u>	Not every form of interference prohibited though tending to encourage membership	
<u>548-0125-8000-0000</u>	Test is whether employer would violate Section 8(a)(3) by action caused by union	
548-0125-9000-0000	Mixed motives; other grounds immaterial if discrimination was one reason	
548-0150	FINDING OF 8(a)(3) VIOLATION NOT PREREQUISITE TO 8(b)(2) FINDING	
548-0150-3300-0000	Employer not necessary party to section 8(b)(2)	
548-0150-6700-0000	Settlement of 8(a)(3) case immaterial	
548-0162	UNION ACQUIESCENCE IN EMPLOYER DISCRIMINATION	
548-0175	COMMUNICATION INDUCING UNLAWFUL DISCRIMINATION NOT PROTECTED BY SECTION 8(c)	
548-2000	FORMS OF PRESSURE	
548-2017	INDIRECT AS WELL AS DIRECT PRESSURE PROHIBITED	
548-2035	UNION LIABLE FOR FORESEEABLE CONSEQUENCES OF CONDUCT	
548-2050	REQUEST TO DISCRIMINATE NOT REQUIRED WHERE UNLAWFUL AGREEMENT EXISTS	
548-2058	CLOSING HIRING HALL FACILITY	
548-2067	REFUSAL TO REFER EMPLOYEES	
548-2075	COURT ACTION OR ARBITRATION	
548-2083	STRIKE OR THREAT OF STRIKE	
548-2091	PICKETING	
548-2095	HANDBILLING	
548-4000	MEANS OF ATTEMPTING TO CAUSE DISCRIMINATION	
548-4001	GENERALLY	
<u>548-4001-5000-0000</u>	Where illegal agreement or practice exists	
548-4020	EXECUTION OR MAINTENANCE OF AGREEMENTS CONTAINING ILLEGAL PROVISIONS	
548-4020-0100-0000	Generally	
548-4020-2000-0000	Hiring and employment provision	
<u>548-4020-3000-0000</u>	Revocation of checkoff	
<u>548-4020-4000-0000</u>	Union membership requirements	
<u>548-4020-6000-0000</u>	Dues and initiation fee requirements	
<u>548-4020-8000-0000</u>	Seniority provisions	
<u>548-4020-9000-0000</u>	Other provisions	
548-4040	ATTEMPTS TO ENFORCE ILLEGAL AGREEMENTS AND PRACTICES (SEE 548-6000)	
548-4060	ATTEMPTS TO ENFORCE VALID AGREEMENTS OR PRACTICES IN AN ILLEGAL MANNER (SEE 548- 6000)	
548-4070	BLACKLISTING	
548-4080	DEMAND FOR DISCRIMINATORY TREATMENT (SEE 548-6000)	
548-6000	MEANS OF CAUSING OR ATTEMPTING TO CAUSE DISCRIMINATION	
548-6001	GENERALLY	
<u>548-6001-1200-0000</u>	Causal link between union and employer's action	
<u>548-6001-1250-0000</u>	In absence of specific demand upon employer	
<u>548-6001-2500-0000</u>	Union action need not be successful to constitute violation	
<u>548-6001-5000-0000</u>	Employer acquiescence in union conduct	
<u>548-6001-6200-0000</u>	Employer knowledge of union motive	
548-6001-7500-0000	Agreement or practice need not be formal	
<u>548-6001-7533-0000</u>	May be shown by parties' conduct	
<u>548-6001-7567-0000</u>	May not be inferred from employer's conduct only	
548-6010	EXECUTION, MAINTENANCE AND/OR ENFORCEMENT OF AGREEMENT ENTERED INTO BY MINORITY UNION	
548-6015	EXECUTION, MAINTENANCE AND/OR ENFORCEMENT OF AGREEMENT ENTERED INTO BY ASSISTED UNION	
548-6020	EXECUTION, MAINTENANCE AND/OR ENFORCEMENT OF AGREEMENT MADE WHILE QUESTION OF REPRESENTATION PENDING	
<u>548-6020-5000-0000</u>	Reinstatement of prior contract	
548-6030	HIRING AND EMPLOYMENT AGREEMENTS AND PRACTICES	
<u>548-6030-0100-0000</u>	Generally	
<u>548-6030-0150-0000</u>	Systems administered jointly or by impartial body	
548-6030-3300-0000	Illegal provisions or arrangements	
548-6030-3301-0000	Generally	
548-6030-3310-0000	Incorporation of union bylaws or constitution as terms	
548-6030-3310-5000	Savings clause must be specific	
<u>548-6030-3320-0000</u>	In referral	
<u>548-6030-3330-0000</u>	Preference to union members and/or members of local	
<u>548-6030-3335-0000</u>	Preference to union officers	
<u>548-6030-3340-0000</u>	In selection for hiring	

548-6030-3360-0000	In continued employment	548-6030-6725-5600	Refusal to refer for reasons of nepotism
<u>548-6030-3380-0000</u>	Union control over hiring and employment	<u>548-6030-6725-5700</u>	Refusal to refer because of criticism of referral system
<u>548-6030-3380-2500</u>	Hiring or assignment of foreman and leadman	<u>548-6030-6725-5800</u>	Refusal to refer because of lack of necessary job experience or skills
<u>548-6030-3380-3300</u>	Union stewards	548-6030-6725-5900	Refusal to refer because of failure to complete examination successfully
548-6030-3380-5000	Competency tests and apprenticeship requirements	548-6030-6725-6700	Priority based on service in industry
548-6030-3380-7500	Union exercise of delegated function	548-6030-6725-7100	Refusal to register because of failure to sign declaration not to act as contractor
<u>548-6030-3390-0000</u>	Coercing employer to discriminate in employment	548-6030-6725-7500	Refusal to register because of prior discharge for nonpayment of dues and fees
<u>548-6030-3390-2500</u>	Discharge strikers	548-6030-6725-7520	Request for reconsideration of decision
548-6030-3390-5000	Replace strike replacements with strikers	548-6030-6725-7540	New applicant
<u>548-6030-3390-9000</u>	Discharge nonunion employees	548-6030-6725-7560	Prior discharge does not permit permanent exclusion from hall
<u>548-6030-3390-9000</u>	Retroactive application of collective bargaining agreement	548-6030-6725-7580	Immaterial that discharge under one contract and refusal to refer under another
<u>548-6030-5000-0000</u>	Refusing to permit nonmember to obtain his own job	548-6030-6725-8000	Refusal to refer because of disregard for production limits
<u>548-6030-6700-0000</u>	Discrimination in application of valid provisions and agreements	<u>548-6030-6725-8300</u>	Refusal to refer because of failure to follow internal union rule
<u>548-6030-6701-0000</u>	Generally	<u>548-6030-6725-8600</u>	Refusal to refer in order to demonstrate power
<u>548-6030-6701-5000</u>	Actual discrimination must be shown	<u>548-6030-6725-8700</u>	Refusal to refer because of personal animosity
<u>548-6030-6712-0000</u>	In registration for referral Sponsorship program	548-6030-6725-8800	Refusal to refer because of employees failure to pay assessment
548-6030-6712-5000	In referral	<u>548-6030-6725-9000</u>	Refusal to refer because of failure to pay fine
<u>548-6030-6725-0000</u>	Generally	<u>548-6030-6725-9100</u>	Refusal to refer because of charges filed with Board or other governmental bodies against union
<u>548-6030-6725-0100</u>	Failure to maintain records	548-6030-6725-9200	Refusal to refer because of testifying at Board proceeding
<u>548-6030-6725-0200</u>	Backdooring members	548-6030-6725-9300	Refusal to refer because of failure to execute dues checkoff authorization
<u>548-6030-6725-0400</u>	Requiring non-members to pay referral fees not reasonably related to services	<u>548-6030-6725-9900</u>	Other refusals
548-6030-6725-1200	Requiring referral fees not reasonably related to operation of hiring hall	<u>548-6030-6750-0000</u>	Selection for hiring, work on job, or training
548-6030-6725-1600	Preference based on familial relationship	<u>548-6030-6750-5000</u>	Requiring referral or work permit from union
<u>548-6030-6725-1700</u>	Preference to union members	548-6030-6762-0000	In conditions of employments
548-6030-6725-2500	Priority based on service with employer	<u>548-6030-6762-5000</u>	Seniority position
<u>548-6030-6725-3300</u>	Priority based on residence or service in geographical area	<u>548-6030-6762-5050</u>	Overtime work
548-6030-6725-3800	Referral made arbitrarily without objective criteria	548-6030-6762-5063	Use of tools of trade
<u>548-6030-6725-4200</u>	Refusal to refer because of nonmembership	548-6030-6762-5075	Shift
<u>548-6030-6725-4300</u>	Refusal to refer because of collective bargaining agreement or departure from hiring hall rules	548-6030-6762-5080	Opportunity to take, or access to study material for, journeyman's examination
548-6030-6725-4400	Refusal to refer because of sex	<u>548-6030-6775-0000</u>	In continued employment
548-6030-6725-4500	Refusal to refer because of race	<u>548-6030-6781-0000</u>	In reinstatement or recall
<u>548-6030-6725-4600</u>	Refusal to refer because of dues delinquency	548-6030-6787-0000	In processing grievances
<u>548-6030-6725-4800</u>	Refusal to refer because of membership in or registration with sister local or another union	<u>548-6035</u>	REFUSAL TO FURNISH INFORMATION
<u>548-6030-6725-5000</u>	Refusal to refer because of opposition to union leadership	<u>548-6040</u>	ENFORCEMENT OF UNION MEMBERSHIP REQUIREMENT
548-6030-6725-5500	Refusal to refer because of criticism of contract enforcement	548-6040-0100-0000	Generally

<u>548-6040-0125-0000</u>	Obligation must be clearly expressed	548-6050-5000-0000	Requiring payment when religious exemption claimed
<u>548-6040-0137-0000</u>	After resignation from union membership	548-6050-6700-0000	Discriminatory application of valid requirements
548-6040-0150-0000	Oral agreement enforceable	<u>548-6050-6701-0000</u>	Generally
548-6040-0175-0000	Obligation continuous under successive contracts	<u>548-6050-6701-5000</u>	Union obligation to inform employees of dues requirements
<u>548-6040-2500-0000</u>	Illegal provisions or requirements	<u>548-6050-6701-7500</u>	Union obligation to provide reasonable opportunity to satisfy dues obligation
548-6040-2550-0000	Membership in less than 30 days	<u>548-6050-6709-0000</u>	Requiring payment before expiration of grace period
548-6040-2550-2500	Computation of 30 day period	<u>548-6050-6714-0000</u>	Requiring payment of reinitiation fee
548-6040-2550-5000	Section 8(f) contracts	548-6050-6718-0000	Dues discount practice
548-6040-2550-7500	Combining periods of employment to calculate 30-day period	548-6050-6718-3300	For prompt payment
548-6040-5000-0000	Discriminatory application of valid requirement	548-6050-6718-6700	For attendance at meetings
548-6040-5001-0000	Generally	548-6050-6727-0000	Inclusion of additional amounts as dues
<u>548-6040-5001-5000</u>	Union obligation to inform employees of membership requirements	<u>548-6050-6727-0100</u>	Generally
<u>548-6040-5025-0000</u>	Extension of contract to non-consenting employees	548-6050-6727-1700	Retirement home
<u>548-6040-5050-0000</u>	For reasons other than failure to tender dues or initiation fees	<u>548-6050-6727-2500</u>	Penalty or fine
548-6040-5075-0000	Failure to provide present employees an opportunity for union membership	548-6050-6727-3300	Strike assessments
<u>548-6040-7500-0000</u>	Maintenance of membership requirements	548-6050-6727-5000	Pension fund
548-6040-7525-0000	During layoff	548-6050-6727-6700	Building fund
<u>548-6040-7530-0000</u>	After expiration of contract	<u>548-6050-6727-7500</u>	Payment of agency fees for nonrepresentational purposes
548-6040-7535-0000	Additional initiation fee	548-6050-6727-8300	Mortuary fund
548-6040-7550-0000	Resignation during contract hiatus	548-6050-6727-9100	4Payments to union's employees
548-6040-8100-0000	Agency shop requirements	<u>548-6050-6736-0000</u>	Refusal to accept dues before payment of assessments
<u>548-6040-8400-0000</u>	Union shop requirements	<u>548-6050-6745-0000</u>	Refusal to accept belated tender of dues
<u>548-6040-8700-0000</u>	Means of enforcement	548-6050-6745-3300	Before request for discharge
<u>548-6050</u> ENFORCEMENT OF DUES AND INITIATION FEE REQUIREMENTS		<u>548-6050-6745-6700</u>	After request for discharge
<u>548-6050-0100-0000</u>	Generally	548-6050-6754-0000	Refusal to permit installment payment of back dues
<u>548-6050-0125-0000</u>	After quit and rehire	548-6050-6763-0000	Requesting discharge after waiver of delinquency
<u>548-6050-0150-0000</u>	Dues and initiation fees uniformly required	<u>548-6050-6767-0000</u>	Failure to inform member of dues obligation, "Beck" rights, amount owed or how computed
<u>548-6050-3300-0000</u>	Illegal provisions or requirements	<u>548-6050-6768-0000</u>	Requesting discharge for non-payment of dues obligation incurred at prior job
<u>548-6050-3313-0000</u>	Different contract provisions applicable to union and nonunion employees	<u>548-6050-6772-0000</u>	Requesting discharge after acceptance of dues arrearages
548-6050-3325-0000	Payment required within 30-day grace period	548-6050-6776-0000	Continued acceptance of dues following initiation fee delinquency
548-6050-3350-0000	Payment required within 8(f) grace period of 7 days	<u>548-6050-6779-0000</u>	Requiring payment of dues or proof of payment of dues
548-6050-3362-0000	Payment of initiations fees and dues accepted only at membership meeting	548-6050-6781-0000	Retroactive application of dues requirement
<u>548-6050-3375-0000</u>	Payment through dues checkoff required	<u>548-6050-6790-0000</u>	Requiring payment for period when no obligation
548-6050-3387-0000	Requiring payment of excessive and/or discriminatory initiation fees or dues	<u>548-6050-6795-0000</u>	Requiring payment of dues after cancelling checkoff
<u>548-6050-3393-0000</u>	Requiring payment of reinstatement fee	<u>548-6050-7500-0000</u>	Enforceability of dues obligation after expiration or before signing of contract
<u>548-6050-3399-0000</u>	Requiring that dues payment be current before giving job referral	<u>548-6050-8700-0000</u>	Means of enforcement
		<u>548-6060</u> ENFORCEMENT OF SENIORITY AGREEMENTS AND PRACTICES	

548-6060-0100-0000 Generally
548-6060-0150-0000 Union actions may not be based on irrelevant or invidious considerations
548-6060-2500-0000 Delegation to union of control over seniority
548-6060-5000-0000 Enforcement of discriminatory seniority rules
548-6060-5050-0000 Superseniority
548-6060-5800-0000 Discriminatory enforcement of valid seniority rules
548-6060-6700-0000 Dovetailing or endtailing seniority
548-6060-7500-0000 Retention and accumulation of seniority while outside unit
548-6065 ENFORCEMENT OF REINSTATEMENT OF FEE REQUIREMENTS
548-6070 ENFORCEMENT OF UNION RULES AS CONDITIONS OF EMPLOYMENT
548-6070-0100-0000 Generally
548-6070-0150-0000 Union actions may not be based on irrelevant or invidious considerations
548-6070-1000-0000 Production limits
548-6070-2500-0000 Prohibition against working with delinquent member or non-member
548-6070-5000-0000 Rule against outside employment
548-6070-6200-0000 Union label requirement
548-6070-7500-0000 Rule against members on travelers cards working while local area residents unemployed

548-6075 ENFORCEMENT OF DISCRIMINATION IN TERMS OR CONDITIONS OF EMPLOYMENT
548-6075-5000-0000 Special benefits to stewards and/or union officials (for superseniority see 548-6060-5050)
548-6080 ENFORCEMENT OF WORK JURISDICTION CLAIMS
548-6090 DISCRIMINATORY ADMINISTRATION OF INSURANCE, PENSION, OTHER BENEFIT PLANS, AND SETTLEMENT AGREEMENTS
548-6095 DEMANDS AGAINST EMPLOYER
548-8000 AFFIRMATIVE DEFENSES
548-8010 ACHIEVING RACIAL BALANCE
548-8013 MATTER WAS JURISDICTIONAL DISPUTE AND NOT VIOLATION
548-8015 ACTING IN DEROGATION OF BARGAINING REPRESENTATIVE
548-8020 COMPLIANCE WITH CONTRACT
548-8030 COMPLIANCE WITH COURT DECREES, ADMINISTRATIVE DECISIONS, OR BOARD ORDERS
548-8040 RELIANCE ON RULING OF REGIONAL DIRECTOR
548-8050 FAILURE TO EXHAUST INTERNAL UNION REMEDIES
548-8060 REQUESTED ACTION NEVER CARRIED OUT

554	UNION OBLIGATION TO BARGAIN - (SECTION 8(b)(3))	554-1433-8700-0000	Unanimous agreement of joint representatives
		<u>554-1433-9100-0000</u>	Ratification by employees
		<u>554-1433-9200-0000</u>	Ratification by higher governing bodies of union
<u>554-0100</u>	GENERALLY	<u>554-1450</u>	SUBJECT MATTER OF BARGAINING
<u>554-0125</u>	SECTION 301 SUITS	<u>554-1450-0100-0000</u>	Generally
<u>554-0150</u>	SETTLEMENT AGREEMENTS	<u>554-1450-0120-0000</u>	Mandatory subjects defined
<u>554-1400</u>	NATURE AND EXTENT OF OBLIGATION AND DUTY TO BARGAIN	<u>554-1450-0140-0000</u>	Permissible or nonmandatory subjects defined
<u>554-1401</u>	GENERALLY	<u>554-1450-0160-0000</u>	Prohibited subjects defined
<u>554-1401-2500-0000</u>	Effect of 8(f) prehire agreement	<u>554-1450-0180-0000</u>	Section 8(b)(3) must be construed with Sections 8(d) and 9(a)
<u>554-1401-5000-0000</u>	Only 9(a) representative has bargaining obligation	554-1450-0800-0000	Scope and work of unit
<u>554-1417</u>	OBLIGATION TO REPRESENT EMPLOYEES FAIRLY	<u>554-1450-0825-0000</u>	Work preservation
554-1417-1700-0000	Subordination of interests to those of other employees	554-1450-0850-0000	Work functions
554-1417-3300-0000	Refusal to process grievance on racial grounds	<u>554-1450-0875-0000</u>	Composition of unit
554-1417-6700-0000	Striking to enforce grievance without exhausting grievance and arbitration procedures of contract	554-1450-1600-0000	Remuneration and benefits
<u>554-1433</u>	MECHANICS OF BARGAINING	554-1450-1601-0000	Generally
554-1433-0100-0000	Generally	554-1450-1620-0000	Wages
554-1433-1700-0000	Time and place of meeting	554-1450-1640-0000	Bonuses
554-1433-1733-0000	Representative must be available at site of controversy	554-1450-1660-0000	Pensions and group insurance
554-1433-1750-0000	Representative must be available at reasonable times	554-1450-1680-0000	Benefits for retired employees
554-1433-3300-0000	Authority of representative	554-1450-2500-0000	Tenure and seniority
554-1433-3350-0000	Presence of persons other than conferees at bargaining sessions	554-1450-2501-0000	Generally
554-1433-3350-1700	Attorneys	554-1450-2514-0000	Probationary period
554-1433-3350-3300	International representatives	<u>554-1450-2528-0000</u>	Seniority
554-1433-3350-5000	Representatives of another local	554-1450-2542-0000	Promotions
554-1433-3350-6700	Representatives of other unions	554-1450-2546-0000	Employer affirmative action program
554-1433-3350-8300	Representatives of other employers	554-1450-2556-0000	Transfers
554-1433-5000-0000	Counterproposals	554-1450-2570-0000	Layoffs
554-1433-5001-0000	Generally	554-1450-2584-0000	Establishing retirement age
<u>554-1433-5050-0000</u>	Obligation to make after proposals	554-1450-3300-0000	Working conditions
554-1433-6700-0000	Impasse	554-1450-3325-0000	Hours
<u>554-1433-6701-0000</u>	Generally	554-1450-3333-0000	Overtime
554-1433-6717-0000	No obligation to continue negotiations after impasse	554-1450-3350-0000	Schedules
554-1433-6725-0000	What constitutes	554-1450-3375-0000	Health and safety rules
554-1433-6733-0000	Concessions indicate lack of impasse	554-1450-4100-0000	Grievance and dispute resolving procedures
554-1433-6740-0000	Unilateral actions may be justified by impasse	554-1450-4125-0000	Grievances
554-1433-6750-0000	Existence of impasse is question of fact for Board	554-1450-4150-0000	Strike authorization clause
554-1433-6767-0000	No impasse	554-1450-4175-0000	Jurisdictional disputes
554-1433-6767-3300	Employer refusal to bargain	554-1450-5000-0000	Union security and checkoff
554-1433-6767-6700	Proposal as to which party is willing to bargain	554-1450-5025-0000	State law limiting or prohibiting
<u>554-1433-6783-0000</u>	Resumption of bargaining required	554-1450-5050-0000	Hiring hall
<u>554-1433-8300-0000</u>	Failure to sign or reduce agreement to writing	554-1450-5050-5000	Availability of workers
		554-1450-5075-0000	Checkoff
		<u>554-1450-5700-0000</u>	Interest arbitration clause
		554-1450-5800-0000	Management prerogatives
		554-1450-6600-0000	Internal union matters
		554-1450-6650-0000	Initiation fees, dues, agency fees, etc.
		554-1450-7000-0000	Matters relating to nonunit employees
		554-1450-7400-0000	Participation in funds to defray operating costs of benefit plans
		554-1450-7500-0000	Participation in industry promotion funds
		554-1450-7700-0000	Trust fund provisions
		554-1450-7900-0000	Performance bonds
		554-1450-8300-0000	Indemnity clauses

554-1450-8700-0000	Strike insurance	<u>554-1467-3500-0000</u>	Insistence that nonmember Employer agree to terms of multi-employer contract
554-1450-8900-0000	Strike or lockout benefits	<u>554-1467-3600-0000</u>	Imposing conditions outside area of mandatory bargaining
554-1450-9100-0000	Contract enforcement provisions	554-1467-4800-0000	Insisting on unilateral power to act on matters within employment relation
554-1450-9300-0000	Union bug on printed contract	554-1467-5100-0000	Insisting employer designate as its bargaining representative one chosen by union
<u>554-1467</u>	ACTS CONSTITUTING REFUSAL TO BARGAIN OR INDICATING BAD FAITH	554-1467-5400-0000	Insisting that employer withdraw charges or lawsuits
<u>554-1467-0100-0000</u>	Generally	554-1467-5700-0000	Insisting that employer force employees to withdraw charge
<u>554-1467-0120-0000</u>	Good faith is question of fact for Board to determine	554-1467-6000-0000	Uncompromising attitude or refusal to make concessions
554-1467-0140-0000	Concerted slowdowns and harassing tactics are not protected by either section 7 or 13	554-1467-6050-0000	Failure to give reasons for rejecting proposals
<u>554-1467-0150-0000</u>	Obstructing Contractual Grievance-Arbitration Procedures	554-1467-6075-0000	Intransigence
<u>554-1467-0155-0000</u>	Effect of arbitration award	554-1467-6600-0000	Commission of unfair labor practices
554-1467-0160-0000	Act requires specific unit determination as basis for finding unlawful refusal to bargain	554-1467-6633-0000	Allocation of job referrals on basis of race
<u>554-1467-0180-0000</u>	No inconsistency between economic pressure and good faith bargaining	554-1467-6667-0000	Strike to force inclusion in contract of subcontracting clause violative of Section 8(e)
<u>554-1467-0300-0000</u>	Withholding information or giving misleading information	<u>554-1467-6683-0000</u>	Activity in violation of section 8(g)
554-1467-0600-0000	Actions taken to avoid reaching agreement	554-1467-6684-0000	Refusal to deal with employer's designated representative
554-1467-0650-0000	Economic pressure as substitute for bargaining to secure demands	<u>554-1467-7200-0000</u>	Refusal to sign or reduce agreement to writing
<u>554-1467-1200-0000</u>	Demand for bargaining in inappropriate unit	<u>554-1467-7300-0000</u>	Refusal to honor executed contract
<u>554-1467-1225-0000</u>	Narrower than historical unit	554-1467-7400-0000	Refusal to meet with employer representatives on grievance board
<u>554-1467-1250-0000</u>	Broader than certified unit	<u>554-1467-7500-0000</u>	Unilateral changing of terms and conditions of employment
<u>554-1467-1275-0000</u>	Multiemployer unit	<u>554-1467-7800-0000</u>	Actions to compel agreement to contract or contract modification
554-1467-1800-0000	Surface bargaining	<u>554-1467-7850-0000</u>	Strikes and work stoppages, or threats thereof
554-1467-2400-0000	Dilatory tactics	554-1467-7875-0000	Reduction in worktime
<u>554-1467-2410-0000</u>	Failure to make or keep bargaining conference appointment	<u>554-1467-7880-0000</u>	Refusal of Employer's tender of contributions to employee benefit fund
<u>554-1467-2433-0000</u>	Behavior in negotiations	<u>554-1467-8400-0000</u>	Actions to avoid settlement of jurisdictional disputes
554-1467-2433-2000	Recurrent or unannounced work stoppages	<u>554-1467-8500-0000</u>	Recourse to contractual grievance procedures
554-1467-2433-3000	Conditioning settlement upon approval by union conference	<u>554-1467-8700-0000</u>	Actions nullifying contractual arbitration proceedings
554-1467-2433-4000	Setting production quotas to change wages and hours	554-1467-9000-0000	Breach of no-strike, grievance, and arbitration clauses to force employer to yield to union's bargaining demands
554-1467-2433-5000	Change of position	<u>554-1467-9600-0000</u>	General refusal to bargain
554-1467-2433-6000	Instruction to employees concerning working conditions	554-1467-9650-0000	Totality of conduct
554-1467-2433-8000	Delaying submission of agreed-upon contract for membership ratification	<u>554-1475</u>	DUTY TO FURNISH INFORMATION
554-1467-2467-0000	Slowdowns or partial strikes	<u>554-1475-0100-0000</u>	Generally
554-1467-3000-0000	Proposals and demands	554-1475-0112-0000	Statutory right for bargaining
<u>554-1467-3025-0000</u>	Insistence on execution of preferred contract	<u>554-1475-0137-0000</u>	Standard for furnishing is relevancy of information to Employer's role as bargaining agent
<u>554-1467-3033-0000</u>	Illegal and/or unreasonable provisions		
554-1467-3050-0000	Initial and final proposals essentially same		
554-1467-3067-0000	Work jurisdiction guarantee		
554-1467-3070-0000	Withdrawal of proposals		
<u>554-1467-3084-0000</u>	Pertaining to nonunit employees		

554-1475-0137-2000	Relevance to bargaining negotiations	554-1483-2001-5050	Commencement of negotiations for new contract does not excuse failure to give notice
<u>554-1475-0137-4000</u>	Relevant to policing agreement	554-1483-2001-6700	Notice does not relieve liability for breach of no-strike provision
554-1475-0137-8000	Relevancy of other data must be demonstrated	554-1483-2001-8300	Notice of termination or modification is in effect strike notice
554-1475-0150-0000	Good faith of refusal to furnish is immaterial	554-1483-2033-0000	Sixty-day notice to other party
554-1475-2000-0000	Benefit funds	554-1483-2033-2000	Adequacy of service
<u>554-1475-2500-0000</u>	Contracts	554-1483-2033-4000	Computation of 60-day period
554-1475-3300-0000	Form and circumstances in which information supplied	554-1483-2033-4020	Fixed term contracts
554-1475-3325-0000	Adequacy	554-1483-2033-4040	Indefinite term contracts
554-1475-5000-0000	Availability of information sought	554-1483-2033-4060	Automatically renewable contracts
<u>554-1475-5020-0000</u>	In possession of union	554-1483-2033-4080	Limited reopenings of contracts
554-1475-5030-0000	In possession of Fund administrator	554-1483-2033-6000	Effect of notice given more than 60-days before contract reopening or termination date
554-1475-5030-5000	Union in de facto control of Fund	554-1483-2033-8000	Effect of notice given less than 60-days before contract reopening or termination date
<u>554-1475-5050-0000</u>	Alternative methods available	554-1483-2067-0000	Thirty-day notice to mediation services
554-1475-6700-0000	Nature of information to be supplied	554-1483-2067-0100	Generally
554-1475-6710-0000	Tests	<u>554-1483-2067-0150</u>	To provide opportunity for Government mediation
554-1475-6730-0000	Membership list	<u>554-1483-2067-2500</u>	Adequacy of service
<u>554-1475-6760-0000</u>	Wage and or employment data	554-1483-2067-5000	Computation of time
<u>554-1475-6760-0100</u>	Generally	554-1483-2067-7500	State agency not functioning
<u>554-1475-6760-0400</u>	At other of union's organized plants	554-1483-2083-0000	Notice requirement for health care institution bargaining
554-1475-6760-0600	Hiring hall	554-1483-2083-1700	Ninety day notice to other parties of modification or termination
554-1475-6760-0610	Registration, placement, classifications, experience, etc.	554-1483-2083-3300	Sixty day notice to mediation services of contract modification or termination
554-1475-6770-0000	Equal employment and/or affirmative action (statistical data, plans, etc.)	554-1483-2083-5000	Obligation to continue contract in effect until later of 90 days after notice or contract expiration date
<u>554-1475-6780-0000</u>	Confidential nature of information	554-1483-2083-6700	Thirty day notice to mediation services of existence of dispute in bargaining for initial agreement
554-1475-6790-0000	Names and titles of negotiating committee	554-1483-2083-8000	Strike before expiration of any notice period
554-1475-7500-0000	Hiring hall records	554-1483-2083-8300	Ten day notice before strike, picketing or work stoppage (see 593)
<u>554-1475-8700-0000</u>	Union's revenues and expenditures	554-1483-4000-0000	Obligation to meet and confer with other party on proposals
<u>554-1483</u> REQUIREMENTS FOR TERMINATION OR MODIFICATION OF CONTRACTS - 8(d) PROVISIO		554-1483-6000-0000	Obligation to continue contract in effect until later of 60 days after notice or contract expiration date
<u>554-1483-0100-0000</u>	Generally	<u>554-1483-7000-0000</u>	Work stoppages without prior notice
<u>554-1483-0125-0000</u>	No obligation to discuss or agree to modification during fixed contract term	554-1483-8000-0000	Strike before expiration of 60- day notice period
554-1483-0150-0000	Obligation to refrain from termination or modification without notice and bargaining	<u>554-1483-8050-0000</u>	Loss of employee status
<u>554-1483-0150-5000</u>	Modification of terms without bargaining	554-1483-8050-5000	Termination of loss of status upon reemployment by employer
554-1483-2000-0000	Notice requirements	<u>554-1490</u> FILING LAWSUIT OR ARBITRATION PROCEEDING	
554-1483-2001-0000	Generally		
<u>554-1483-2001-1700</u>	Applicable only as prerequisite to strike, lockout, modification, or termination		
554-1483-2001-3300	Not required before ULP strike		
554-1483-2001-5000	Actual notice required		

<u>554-2800</u>	EFFECT UPON OBLIGATION OF CHANGE IN IDENTITY OF UNION	<u>554-5677</u>	LIMITED ISSUE BARGAINING WITH INDIVIDUAL MEMBERS OF EMPLOYER ASSOCIATION
<u>554-2825</u>	OBLIGATION TO REPRESENT AND BARGAIN	<u>554-5688</u>	INDIVIDUAL BARGAINING WITH EMPLOYER- MEMBERS OF ASSOCIATION
<u>554-2850</u>	OBLIGATION TO HONOR CONTRACT	<u>554-7000</u>	MULTI-UNION BARGAINING
<u>554-2875</u>	OBLIGATION TO HONOR NONCONTRACT CONDITIONS OF EMPLOYMENT	<u>554-7001</u>	GENERALLY
<u>554-4200</u>	EFFECT UPON OBLIGATION OF CHANGE IN IDENTITY OF EMPLOYER	<u>554-7025</u>	INTENT OF UNIONS
<u>554-4250</u>	SUCCESSOR EMPLOYER	<u>554-7050</u>	ASSENT OF EMPLOYER
<u>554-5600</u>	MULTI-EMPLOYER BARGAINING	<u>554-7075</u>	WITHDRAWAL OF UNION
<u>554-5601</u>	GENERALLY	<u>554-7083</u>	CONSOLIDATED UNIT BARGAINING
<u>554-5611</u>	INTENT OF UNION	<u>554-7092</u>	COORDINATION OF BARGAINING DEMANDS
<u>554-5622</u>	STRUCTURE OF ASSOCIATION	<u>554-8400</u>	AFFIRMATIVE DEFENSES
<u>554-5633</u>	AUTHORITY OF ASSOCIATION	<u>554-8425</u>	ULP'S BY OTHER PARTY
<u>554-5644</u>	UNION ASSENT TO MULTI-EMPLOYER BARGAINING	<u>554-8450</u>	NONMEMBERSHIP
<u>554-5655</u>	UNION ASSENT TO WITHDRAWAL OF EMPLOYER FROM MULTI-EMPLOYER BARGAINING	<u>554-8460</u>	CONTRACT CONSIDERATIONS
<u>554-5666</u>	WITHDRAWAL OF UNION FROM MULTI-EMPLOYER BARGAINING	<u>554-8460-5000-0000</u>	Expiration of 8(f) agreement
		<u>554-8475</u>	ACQUIESCENCE BY EMPLOYER
		<u>554-8487</u>	DISCLAIMER OF INTEREST AND/OR CESSION OF REPRESENTATIVE STATUS TO ANOTHER UNION

560	PROHIBITED STRIKES AND BOYCOTTS (SECTION 8(b)(4))
560-0100	GENERALLY
560-2500	CONDUCT PROHIBITED WHEN FOR PROHIBITED OBJECT
560-2512	ISOLATED CONDUCT
560-2525	ENGAGEMENT IN - (i)
<u>560-2525-2500-0000</u>	Strike
<u>560-2525-5000-0000</u>	Refusal to use, handle, or work on goods or commodities
<u>560-2525-7500-0000</u>	Refusal to perform services
560-2550	INDUCEMENT OR ENCOURAGEMENT OF - (i)
<u>560-2550-1700-0000</u>	Any individual employed by any person engaged in commerce
<u>560-2550-3300-0000</u>	To strike
<u>560-2550-5000-0000</u>	To refuse to use, handle, or work on goods or commodities
<u>560-2550-6700-0000</u>	To refuse to perform services
<u>560-2550-8300-0000</u>	Forms of inducement or encouragement
<u>560-2550-8301-0000</u>	Generally
<u>560-2550-8333-0000</u>	Picketing
<u>560-2550-8333-5000</u>	Joint venture or agent picketing
<u>560-2550-8367-0000</u>	Leaflets
<u>560-2550-8384-0000</u>	Statements
<u>560-2550-8392-0000</u>	Requiring employer payment of wage differential to employees for handling nonunion materials
<u>560-2550-8394-0000</u>	Imposition of union fines
<u>560-2550-8396-0000</u>	signaling
560-2575	THREATENING, COERCION, OR RESTRAINT OF - (ii)
<u>560-2575-3300-0000</u>	Any person engaged in commerce
<u>560-2575-6700-0000</u>	Forms of threats, restraint, or coercion
<u>560-2575-6701-0000</u>	Generally
<u>560-2575-6713-0000</u>	Filing grievances pursuant to contract procedure
<u>560-2575-6721-0000</u>	Lawsuits
<u>560-2575-6725-0000</u>	Statements to employees of secondary
<u>560-2575-6730-0000</u>	Refusal to refer
<u>560-2575-6737-0000</u>	Imposition of monetary penalties
<u>560-2575-6742-0000</u>	Unilateral termination of bargaining agreement
<u>560-2575-6746-0000</u>	Handbilling
<u>560-2575-6750-0000</u>	Appeals to honor picket line
<u>560-2575-6760-0000</u>	Boycott
<u>560-2575-6765-0000</u>	Bannering
<u>560-2575-6767-0000</u>	Picketing
<u>560-2575-6767-2500</u>	Consumer
<u>560-2575-6767-5000</u>	Joint venture or agent picketing
<u>560-2575-6767-7500</u>	To enforce contract provision
<u>560-2575-6770-0000</u>	Photographing
<u>560-2575-6775-0000</u>	Strike
<u>560-2575-6779-0000</u>	Violence
<u>560-2575-6780-0000</u>	Work stoppage

<u>560-2575-6784-0000</u>	Statements
<u>560-2575-6787-0000</u>	Shutdown to require compliance with contract provisions
<u>560-2575-6790-0000</u>	Penalty to observe contract
<u>560-2575-6792-0000</u>	Unfair list
560-2583	UNION RESPONSIBILITY FOR CONDUCT
<u>560-2583-0100-0000</u>	Generally
<u>560-2583-2500-0000</u>	Of own representatives or governing hierarchy
<u>560-2583-3500-0000</u>	Of trustees
<u>560-2583-5000-0000</u>	Of employees
<u>560-2583-7500-0000</u>	Of other unions; foreign or domestic
560-5000	CONDUCT EXEMPTED FROM PROHIBITION
560-5033	REFUSAL TO ENTER ON PREMISES OF EMPLOYER OTHER THAN OWN - (8(b) PROVISO)
<u>560-5033-3300-0000</u>	Where employees are engaged in strike
<u>560-5033-6700-0000</u>	Ratification or approval by obligatory representative
560-5067	PUBLICITY OTHER THAN PICKETING - (8(b)(4) PROVISO)
<u>560-5067-0100-0000</u>	Generally
<u>560-5067-2000-0000</u>	Forms of publicity
<u>560-5067-2050-0000</u>	Handbilling
<u>560-5067-2063-0000</u>	Newspaper advertising
<u>560-5067-2075-0000</u>	Oral solicitation
<u>560-5067-4000-0000</u>	Purpose of truthfully advising public
<u>560-5067-4025-0000</u>	Public
<u>560-5067-4050-0000</u>	Consumers
<u>560-5067-4075-0000</u>	Members of labor organization
<u>560-5067-6000-0000</u>	Product or products produced
<u>560-5067-6025-0000</u>	Produced by primary
<u>560-5067-6050-0000</u>	Distributed by another employer
<u>560-5067-6075-0000</u>	Advertisement as distribution
<u>560-5067-8000-0000</u>	Exemption lost where
<u>560-5067-8033-0000</u>	Stoppage of delivery
<u>560-5067-8067-0000</u>	Refusal to perform services at establishment of employer engaged in distribution
560-7500	PROHIBITED OBJECTS OF PROHIBITED CONDUCT
560-7501	GENERALLY
<u>560-7501-5000-0000</u>	"An" object only required
560-7520	CLAUSE 8(b)(4)(A) - FORCING OR REQUIRING
<u>560-7520-2500-0000</u>	Joining of labor organization
<u>560-7520-2533-0000</u>	By employer
<u>560-7520-2567-0000</u>	By self-employed person
<u>560-7520-5000-0000</u>	Joining of employer organization
<u>560-7520-5025-0000</u>	By employer
<u>560-7520-5050-0000</u>	By self-employed person
<u>560-7520-5063-0000</u>	Employer action sought by union conduct
<u>560-7520-5075-0000</u>	Indicia of objective
<u>560-7520-5075-1200</u>	Picket signs
<u>560-7520-5075-2500</u>	Place of picketing

560-7520-5075-3700	Time of picketing	<u>560-7540-4001-5075</u>	Dispute regarding
560-7520-5075-5000	Statements of pickets		independent contractors' leasing, subhauling,
560-7520-5075-6200	Statements to employers		or similar arrangement
560-7520-5075-6900	Statements to employees	<u>560-7540-4020-0000</u>	Any other person entitled to
560-7520-5075-7500	Statements away from picket line		protection
560-7520-5075-8700	Handbills	<u>560-7540-4020-1200</u>	Persons with right to control
<u>560-7520-7500-0000</u>	Entering into agreement prohibited by section 8(e)	<u>560-7540-4020-2500</u>	method of performing work
<u>560-7520-7517-0000</u>	What constitutes entering into	560-7540-4020-3700	Common ownership and control of primary and secondary firms
<u>560-7520-7533-0000</u>	Agreements prohibited by section 8(e) (See 584-0000-0000-0000)		Guarantors of contract obligation
<u>560-7520-7550-0000</u>	By employer	<u>560-7540-4020-4400</u>	Employers of independent contractors
560-7520-7567-0000	By self-employed person	<u>560-7540-4020-5000</u>	Ally doctrine
<u>560-7520-7571-0000</u>	Employer action sought by union conduct	<u>560-7540-4020-5001</u>	Generally
<u>560-7520-7575-0000</u>	Incidental effect on secondary employers	<u>560-7540-4020-5033</u>	Work performed that of employees of primary (struck work)
560-7520-7583-0000	Indicia of objective	560-7540-4020-5050	Where primary employer terminated portion of integrated operation
560-7520-7583-1200	Picket signs	<u>560-7540-4020-5067</u>	Performed pursuant to agreement with primary
560-7520-7583-2500	Place of picketing	<u>560-7540-4020-5084</u>	Integrated or straight-line operation
560-7520-7583-3700	Time of picketing	560-7540-4020-7500	Corporate division or subsidiary of parent
560-7520-7583-5000	Statements of pickets	<u>560-7540-4020-7550</u>	Actual or active control by corporation
560-7520-7583-6200	Statements to employers	560-7540-4040-0000	What constitutes cessation of business
560-7520-7583-6900	Statements to employees	560-7540-4040-2500	Partial cessation
560-7520-7583-7500	Statements away from picket line	560-7540-4040-5000	Change in method of operation
560-7520-7583-8700	Handbills	<u>560-7540-4040-7500</u>	Cessation of business between neutrals
<u>560-7540</u> CLAUSE 8(b)(4)(B) - FORCING OR REQUIRING		<u>560-7540-4060-0000</u>	Exemption of primary strike or primary picketing (See 560-7540-8000)
<u>560-7540-0100-0000</u>	Generally	<u>560-7540-4070-0000</u>	Employer action sought by union conduct
560-7540-0150-0000	Absence of union's knowledge that neutral employer lacked control over disputed work	560-7540-4080-0000	Indicia of objective
<u>560-7540-2000-0000</u>	Any person to cease using products of any other producer	<u>560-7540-4080-1200</u>	Picket signs
<u>560-7540-2020-0000</u>	Any person entitled to protection	<u>560-7540-4080-2500</u>	Place of picketing
<u>560-7540-2040-0000</u>	What constitutes cessation of use or dealing	560-7540-4080-3700	Time of picketing
560-7540-2060-0000	Exemption of primary strike or primary picketing (See 560-7540-8000)	<u>560-7540-4080-5000</u>	Statements of pickets
560-7540-2070-0000	Employer action sought by union conduct	<u>560-7540-4080-6200</u>	Statements to employers
560-7540-2080-0000	Indicia of objective	<u>560-7540-4080-6900</u>	Statements to employees
<u>560-7540-2080-1200</u>	Picket signs	<u>560-7540-4080-7500</u>	Statements away from picket line
560-7540-2080-2500	Place of picketing	<u>560-7540-4080-8000</u>	Bannering
560-7540-2080-3700	Time of picketing	<u>560-7540-4080-8700</u>	Handbills
560-7540-2080-5000	Statements of pickets	560-7540-4080-8900	Unfair list
560-7540-2080-6200	Statements to employers	560-7540-6000-0000	Any other employer to recognize or bargain with union as representative
560-7540-2080-6900	Statements to employees	560-7540-6017-0000	"Any other employer" entitled to protection
560-7540-2080-7500	Statements away from picket line	560-7540-6033-0000	What constitutes recognition or bargaining
<u>560-7540-2080-8700</u>	Handbills	<u>560-7540-6050-0000</u>	Exemption where union certified under section 9
<u>560-7540-2080-9200</u>	Disclaimer of representative status	560-7540-6067-0000	Exemption of primary strike or primary picketing (See 560-7540-8000)
560-7540-4000-0000	Any person to cease doing business with any other person	560-7540-6075-0000	Employer action sought by union conduct
<u>560-7540-4001-0000</u>	Generally	560-7540-6083-0000	Indicia of objective
560-7540-4001-5000	Statutory labor dispute not prerequisite		
<u>560-7540-4001-5050</u>	Dispute of a "political" nature		

560-7540-6083-1200	Picket signs	<u>560-7540-8060-0140</u>	Failure to meet criteria not
560-7540-6083-2500	Place of picketing		per se violation
560-7540-6083-3700	Time of picketing	<u>560-7540-8060-0160</u>	Effectiveness of picketing
<u>560-7540-6083-5000</u>	Statements of pickets	<u>560-7540-8060-0180</u>	Incidental effect of picketing
560-7540-6083-6200	Statements to employers		on secondary employees
<u>560-7540-6083-6900</u>	Statements to employees	<u>560-7540-8060-1700</u>	Picketing limited to times
560-7540-6083-7500	Statements away from picket line		when situs of dispute located on common premises
560-7540-6083-8700	Handbills	<u>560-7540-8060-1717</u>	Construction sites
560-7540-6083-9300	Unilateral termination of bargaining agreement	560-7540-8060-1733	Fabrications on site
560-7540-8000-0000	Exemption of primary strike or picketing	560-7540-8060-1750	Common ownership and control of premises
<u>560-7540-8001-0000</u>	Generally	<u>560-7540-8060-1767</u>	Leased premises
<u>560-7540-8001-1700</u>	Identification of primary employer	<u>560-7540-8060-1783</u>	Business relationship between employers which picketing could disrupt
560-7540-8001-1750	"Right to Control" test	<u>560-7540-8060-3300</u>	Primary employer engaged in normal business at common situs
560-7540-8001-3300	Primary activity defined	560-7540-8060-3317	Preparations as normal business
560-7540-8001-6700	Secondary activity defined	560-7540-8060-3325	Deliveries to construction site
560-7540-8001-7500	Merger of primary's product with that of secondary	560-7540-8060-3333	Primary employees working with secondary employees as part of normal business
560-7540-8020-0000	Primary strikes or Inducements to Strike	560-7540-8060-3340	Merger of primary's product with that of secondary
560-7540-8020-2500	Strike or inducement in absence of picket line	<u>560-7540-8060-3350</u>	Temporary absence of primary employees
560-7540-8020-5000	Primary objectives	560-7540-8060-3367	Departure of primary employees because of picketing
560-7540-8020-5025	Contract enforcement	<u>560-7540-8060-3375</u>	Work of secondary related to normal business of primary employer
<u>560-7540-8020-5037</u>	Area standards	560-7540-8060-3383	Rescheduling of normal work time
<u>560-7540-8020-5050</u>	Unit work preservation	<u>560-7540-8060-5000</u>	Picketing limited to places reasonably close to location of common situs
560-7540-8020-7500	Indicia of objective	560-7540-8060-5033	Accessibility of pickets
560-7540-8020-7512	Picket signs	<u>560-7540-8060-5067</u>	Availability of alternative places for picketing
560-7540-8020-7525	Place of picketing	<u>560-7540-8060-6700</u>	Picketing clearly discloses that dispute is with primary employer
560-7540-8020-7537	Time of picketing	<u>560-7540-8060-6717</u>	Ambiguous, vague or misleading picket signs
560-7540-8020-7550	Statements of pickets	<u>560-7540-8060-6733</u>	Picket signs describing dispute
560-7540-8020-7562	Statements to employers	560-7540-8060-6750	Picket signs stating that picketing for organizational purposes
560-7540-8020-7569	Statements to employees	<u>560-7540-8060-6767</u>	Picket signs naming employer, craft or product
560-7540-8020-7575	Statements away from picket line	<u>560-7540-8060-6783</u>	Direct appeals to secondary employees
560-7540-8020-7587	Handbills	560-7540-8060-8300	Primary employer has no separate place of business reasonably affording opportunity to reach employees
560-7540-8040-0000	Primary picketing	560-7540-8060-8333	Effectiveness of picketing at permanent place of business
560-7540-8040-3300	Primary objectives	560-7540-8060-8367	Primary employer's permanent place of business not sole permissible situs
560-7540-8040-3312	Contract enforcement	560-7540-8070-0000	Reserved gate picketing
<u>560-7540-8040-3325</u>	Area standards	<u>560-7540-8070-0100</u>	Generally
560-7540-8040-3350	Unit work preservation	<u>560-7540-8070-1700</u>	Failure to use or improper use
560-7540-8040-3375	Struck work or product		
560-7540-8040-3388	Interruption of independent contractors' leasing, subhauling, or similar arrangement		
560-7540-8040-6700	Indicia of objective		
<u>560-7540-8040-6712</u>	Picket signs		
560-7540-8040-6725	Place of picketing		
560-7540-8040-6737	Time of picketing		
560-7540-8040-6750	Statements of pickets		
560-7540-8040-6762	Statements to employers		
560-7540-8040-6769	Statements of employees		
560-7540-8040-6775	Statements away from picket line		
560-7540-8040-6787	Handbills		
560-7540-8060-0000	Common situs picketing		
<u>560-7540-8060-0100</u>	Generally		
<u>560-7540-8060-0120</u>	Moore Dry Dock criteria of primary activity		
<u>560-7540-8060-0130</u>	Presumption of validity of picketing overcome		

<u>560-7540-8070-2500</u>	Delivery of goods essential to primary's operation	560-7560-6000-0000	Where another union certified as representative
<u>560-7540-8070-3300</u>	Adequacy of designation of reserved gate	560-7560-8000-0000	Indicia of objective
<u>560-7540-8070-5000</u>	Location of reserved gate	560-7560-8012-0000	Picket signs
<u>560-7540-8070-6700</u>	Employees performing work related to that of primary's employees	560-7560-8025-0000	Place of picketing
560-7540-8070-6733	Curtailement of primary work	560-7560-8037-0000	Time of picketing
<u>560-7540-8070-6767</u>	Necessity to continuation of primary work	560-7560-8050-0000	Statements of pickets
560-7540-8080-0000	Ambulatory picketing	560-7560-8062-0000	Statements to employers
560-7540-8080-0100	Generally	560-7560-8069-0000	Statements to employees
560-7540-8080-0120	Same standards as for common situs picketing (See 560-7540-8060)	560-7560-8075-0000	Statements away from picket line
560-7540-8080-0140	Effectiveness of picketing	560-7560-8087-0000	Handbills
560-7540-8080-0160	Incidental effect on secondary employers	<u>560-7580</u> CLAUSE 8(b)(4)D - FORCING OR REQUIRING	
560-7540-8080-0180	Employer's right of control to resolve dispute	<u>560-7580-0100-0000</u>	Generally
<u>560-7540-8080-1700</u>	Picketing limited to times when situs of dispute is located on secondary employer's premises	560-7580-0150-0000	Relationship to Clause 8(b)(4)(B)
560-7540-8080-1711	Trucks, etc.	<u>560-7580-2000-0000</u>	Any employer
<u>560-7540-8080-1722</u>	Ships, barges, etc.	<u>560-7580-4000-0000</u>	To assign particular work to particular employees rather than to other employees
560-7540-8080-1733	Broadcasts	<u>560-7580-4001-0000</u>	Generally
<u>560-7540-8080-1744</u>	Installations	<u>560-7580-4001-3300</u>	To employees in particular labor organization
560-7540-8080-1755	Fabrications on site	560-7580-4001-6700	To employees in particular trade, craft or class
<u>560-7540-8080-1766</u>	Suppliers	560-7580-4033-0000	What constitutes jurisdictional dispute
560-7540-8080-1777	Services	<u>560-7580-4033-0100</u>	Generally
560-7540-8080-1788	Picketing Prior to arrival of primary situs	<u>560-7580-4033-1000</u>	Demand for work assigned employee-member of another union or subcontractor's employees represented by same or different union
560-7540-8080-3300	Primary employer engaged in normal business at situs	<u>560-7580-4033-2000</u>	Demand for work assigned to employer's own unrepresented employees
560-7540-8080-5000	Picketing limited to places reasonably close to location of situs	<u>560-7580-4033-2500</u>	Demand for work assigned to contractor's own unrepresented employees
560-7540-8080-5033	Accessibility to pickets	<u>560-7580-4033-3000</u>	Employee demand for work notwithstanding union disclaimer
<u>560-7540-8080-5067</u>	Availability of alternative locations for picketing	<u>560-7580-4033-4000</u>	Demand for work assigned to employees disclaiming work
560-7540-8080-6700	Picketing clearly discloses that dispute is with primary employer	<u>560-7580-4033-6000</u>	Demand for assignment of work to be made in future
560-7540-8080-6717	Ambiguous, vague or misleading picket signs	<u>560-7580-4033-8000</u>	Demand for continued employment of employees doing work
560-7540-8080-6733	Picket signs describing dispute	560-7580-4033-9000	Demand for work performed by supervisor
560-7540-8080-6741	Statements to employers concerning picketing	<u>560-7580-4033-9500</u>	Dispute not of Employer's own making and has no interest in outcome
560-7540-8080-6750	Picket signs stating that picketing for organizational purposes	<u>560-7580-4050-0000</u>	Employer action sought through union conduct
560-7540-8080-6767	Picket signs naming employer, craft or product	<u>560-7580-4067-0000</u>	Indicia of objective
<u>560-7540-8080-6783</u>	Direct appeals to secondary employees	<u>560-7580-4067-1200</u>	Picket signs; banner
560-7540-8080-6791	Direct appeal to secondary employers	<u>560-7580-4067-2500</u>	Place of picketing
560-7540-8080-8300	Primary employer has no separate place of business reasonably affording opportunity to reach employees	<u>560-7580-4067-3700</u>	Time of picketing
560-7540-8080-8350	Effectiveness of picketing at permanent place of business	560-7580-4067-5000	Statements of pickets
<u>560-7560</u> CLAUSE 8(b)(4)(C) - FORCING OR REQUIRING		<u>560-7580-4067-6200</u>	Statements to employers
560-7560-2000-0000	Any employer	560-7580-4067-7500	Statements to employees
560-7560-4000-0000	To recognize or bargain with labor organization as representative	560-7580-4067-8700	Statements away from picket line
		560-7580-6000-0000	Indicia of unlawful conduct
		560-7580-6008-0000	Failure to comply with certification

560-7580-6017-0000	Dismissal of charge upon compliance with Board determination of dispute	<u>560-7580-8020-5500</u>	Conduct of hearing
560-7580-6033-0000	Dismissal of charge upon compliance with voluntary adjustment of dispute	560-7580-8020-6600	Hearing officer
<u>560-7580-6050-0000</u>	Failure to comply with Board determination of dispute	560-7580-8020-6601	Generally
<u>560-7580-6067-0000</u>	Failure to comply with voluntary adjustment	560-7580-8020-6625	Qualifications
560-7580-6083-0000	Failure to resort to agreed upon method for adjusting dispute	<u>560-7580-8020-6650</u>	Authority
<u>560-7580-8000-0000</u>	Section 10(k) proceedings for determination of jurisdictional dispute	560-7580-8020-6675	Report
<u>560-7580-8001-0000</u>	Generally	560-7580-8020-7700	Briefs
<u>560-7580-8001-1000</u>	Exclusive procedure for resolving jurisdictional dispute	<u>560-7580-8020-8800</u>	Board determination
<u>560-7580-8001-1100</u>	Parties to dispute	<u>560-7580-8020-8850</u>	Finding of reasonable cause to believe Act violated
<u>560-7580-8001-2000</u>	Board obligation to make affirmative award	560-7580-8040-0000	Factors evaluated in making determination
560-7580-8001-4000	Representation determination aspects of Board determination	<u>560-7580-8040-0100</u>	Generally
560-7580-8001-6000	Relationship to UC proceeding	560-7580-8040-0500	Board certification
560-7580-8001-8000	Relationship to RC proceeding	<u>560-7580-8040-1100</u>	Collective bargaining agreements
<u>560-7580-8001-9000</u>	Relationship to ULP proceeding	<u>560-7580-8040-1125</u>	Between local union and single employer
<u>560-7580-8020-0000</u>	Procedure under Section 10(k)	560-7580-8040-1150	Between local union and multi-employer association
<u>560-7580-8020-0100</u>	Generally	560-7580-8040-1175	Between international union and multi-employer association
<u>560-7580-8020-1100</u>	Parties to dispute	<u>560-7580-8040-1600</u>	Union agreement allocating work
<u>560-7580-8020-1133</u>	Claiming union	560-7580-8040-1633	Between international unions
<u>560-7580-8020-1150</u>	Rival unions	<u>560-7580-8040-1650</u>	Between locals of different international unions
<u>560-7580-8020-1159</u>	Groups of employees	560-7580-8040-1667	Miami agreement
<u>560-7580-8020-1167</u>	Employer	560-7580-8040-1683	Award of parent federation
560-7580-8020-1175	Other	560-7580-8040-2200	Informal agreements
<u>560-7580-8020-1600</u>	Scope of work in dispute	560-7580-8040-2233	Between unions
560-7580-8020-2200	Opportunity for voluntary adjustment	560-7580-8040-2267	Between union and employer
560-7580-8020-2210	Court ordered arbitration	560-7580-8040-2700	Union constitution provisions
<u>560-7580-8020-2225</u>	Existence of agreed upon method for voluntary adjustment	<u>560-7580-8040-3100</u>	Disclaimer of jurisdiction by union over disputed work
<u>560-7580-8020-2237</u>	Failure of method to determine dispute	560-7580-8040-3300	Board rulings in related representation proceedings
560-7580-8020-2250	Voluntary adjustment	<u>560-7580-8040-3350</u>	In related 10(k) proceedings
560-7580-8020-2275	Ten-day period	560-7580-8040-3500	Board rulings involving similar work
560-7580-8020-3300	Notice of hearing	560-7580-8040-3800	Joint Board decisions
560-7580-8020-3333	Issuance	560-7580-8040-3817	In earlier cases
560-7580-8020-3367	Adequacy	<u>560-7580-8040-3833</u>	In subject case
<u>560-7580-8020-4400</u>	Quashing of notice of hearing	560-7580-8040-3867	In related cases
560-7580-8020-4408	Non-joinder of party to dispute	560-7580-8040-4400	Reconstituted Joint Board decisions
<u>560-7580-8020-4417</u>	Existence of agreed upon method	560-7580-8040-4417	In earlier cases
<u>560-7580-8020-4425</u>	As to particular party	<u>560-7580-8040-4433</u>	In subject case
<u>560-7580-8020-4433</u>	Voluntary adjustment	560-7580-8040-4467	In related cases
<u>560-7580-8020-4450</u>	No reasonable cause to believe Act violated	560-7580-8040-4900	Other awards or rulings
<u>560-7580-8020-4458</u>	Completion of project	560-7580-8040-4910	United States Government
<u>560-7580-8020-4467</u>	No jurisdictional dispute	560-7580-8040-4925	Mediation award
<u>560-7580-8020-4476</u>	Disclaimer	<u>560-7580-8040-4950</u>	Arbitrator's award
<u>560-7580-8020-4483</u>	Raises question of representation	560-7580-8040-4975	Ruling of grievance committee
		<u>560-7580-8040-5500</u>	Custom and practice
		<u>560-7580-8040-5517</u>	Industry
		560-7580-8040-5533	Different industry, same work
		<u>560-7580-8040-5550</u>	Area
		<u>560-7580-8040-5567</u>	Employer
		560-7580-8040-5583	Union acquiescence in practice
		<u>560-7580-8040-6000</u>	Skills involved

560-7580-8040-6020	Superior skills possessed by one group	560-7580-8060-2600	Paper and allied products
560-7580-8040-6040	Special skills not required	<u>560-7580-8060-2700</u>	Printing, publishing, and allied industries
560-7580-8040-6060	Skills sufficient to satisfy employer	560-7580-8060-2800	Chemical and allied products
560-7580-8040-6080	Training programs	560-7580-8060-2900	Petroleum refining and related industries
560-7580-8040-6600	Nature of work	<u>560-7580-8060-3200</u>	Stone, clay, glass, and concrete products
560-7580-8040-6611	Encompassed by existing job classifications	560-7580-8060-3300	Primary metal industries
560-7580-8040-6622	Previous process replaced by present work in dispute	560-7580-8060-3400	Fabricated metal products, except ordnance, machinery, and transportation equipment
560-7580-8040-6633	Site of work	<u>560-7580-8060-3500</u>	Machinery, except electrical
<u>560-7580-8040-6644</u>	Work similar to traditional or previous work	<u>560-7580-8060-3600</u>	Electrical machinery, equipment, and supplies
560-7580-8040-6649	Guards in unit with nonguards	<u>560-7580-8060-3700</u>	Transportation equipment
560-7580-8040-6655	Identical to work currently performed	560-7580-8060-3800	Professional, scientific, and controlling instruments; photographic and optical goods, watches and clocks
560-7580-8040-6666	Architect's specifications	560-7580-8060-3900	Miscellaneous manufacturing
<u>560-7580-8040-6677</u>	Work in dispute required more advanced skills of one group	<u>560-7580-8060-4200</u>	Motor freight transportation and warehousing
560-7580-8040-6688	Tools of a particular trade used	<u>560-7580-8060-4300</u>	United States Postal Service
<u>560-7580-8040-7100</u>	Gain or loss of job opportunities for a group	<u>560-7580-8060-4400</u>	Water transportation
560-7580-8040-7300	Effect on employer's business	560-7580-8060-4500	Transportation by Air
<u>560-7580-8040-7700</u>	Efficiency of operations	560-7580-8060-4600	Pipe line transportation
<u>560-7580-8040-7717</u>	Economy	<u>560-7580-8060-4700</u>	Transportation services
<u>560-7580-8040-7733</u>	Regular v. intermittent work	<u>560-7580-8060-4800</u>	Communication
560-7580-8040-7750	Avoiding "artificial placement" of employees	<u>560-7580-8060-4900</u>	Electric, gas, and sanitary services
<u>560-7580-8040-7767</u>	Employer's preference	560-7580-8060-5000	Wholesale trade - durable goods
<u>560-7580-8040-7783</u>	One group of competing employees more versatile	560-7580-8060-5100	Wholesale trade - nondurable goods
560-7580-8040-8200	Safety of operation	560-7580-8060-5200	Building materials, hardware, and farm equipment dealers
<u>560-7580-8040-8800</u>	Employer's job assignment	<u>560-7580-8060-5300</u>	Retail trade-general merchandise
560-7580-8040-9300	License requirements, codes, tariffs, etc.	560-7580-8060-5400	Food stores
560-7580-8040-9500	Racial bias	560-7580-8060-5700	Home furnishings and equipment stores
560-7580-8060-0000	Board determination of jurisdictional disputes (by SIC category)	560-7580-8060-6500	Real estate
560-7580-8060-0700	Agricultural services and hunting and trapping	<u>560-7580-8060-7300</u>	Miscellaneous business services
560-7580-8060-1000	Metal mining	<u>560-7580-8060-7600</u>	Miscellaneous repair services
560-7580-8060-1100	Anthracite mining	560-7580-8060-7800	Motion pictures
560-7580-8060-1200	Bituminous coal and lignite mining	<u>560-7580-8060-7900</u>	Amusement and recreation services, except motion pictures
<u>560-7580-8060-1400</u>	Mining and quarrying of nonmetallic minerals except fuels	560-7580-8060-8000	Health services
<u>560-7580-8060-1500</u>	Building construction - General contractors	560-7580-8080-0000	Scope of award
<u>560-7580-8060-1600</u>	Construction other than building construction - General contractors	<u>560-7580-8080-0100</u>	Generally
<u>560-7580-8060-1700</u>	Construction - Special trade contractors	<u>560-7580-8080-1000</u>	Limited to instant dispute
<u>560-7580-8060-2000</u>	Food and kindred products	560-7580-8080-2000	Similar dispute within entire geographic area of employer's normal operations
560-7580-8060-2100	Tobacco manufacturers	<u>560-7580-8080-3000</u>	Similar disputes within particular geographic area of employer's normal operations
560-7580-8060-2200	Textile Mill Products	560-7580-8080-4000	Similar disputes within employer's entire operations
560-7580-8060-2300	Apparel and other finished products made from fabrics and similar materials	<u>560-7580-8080-5000</u>	Similar disputes on jobs of particular employer in geographic area where competing unions' jurisdictions coincide
<u>560-7580-8060-2400</u>	Lumber and wood products, except furniture		
<u>560-7580-8060-2500</u>	Furniture and fixtures		

<u>560-7580-8080-5500</u>	Similar disputes on jobs of particular employer within the unions' geographic jurisdiction	560-7580-8080-8000	Similar disputes in particular work on a particular project regardless of parties involved
<u>560-7580-8080-5700</u>	Similar disputes in geographic area where competing unions' jurisdictions coincide	560-7580-8080-8500	All similar sites within geographic jurisdiction of union claiming work
560-7580-8080-6000	Similar disputes involving the same contractors on the same project	560-7580-8080-9000	Similar disputes throughout entire U.S.
560-7580-8080-7000	Similar disputes on all work performed under employer's contract with claiming union	560-7580-8080-9500	Similar disputes in area covered by contract
		<u>560-7580-8090-0000</u>	Consideration of past determination circumstances
		560-7580-8090-5000	State court decisions

566 EXCESSIVE OR DISCRIMINATORY
MEMBERSHIP FEES - (SECTION 8(b)(5))

566-2000 NATURE AND SCOPE OF
PROSCRIPTION

566-2001 GENERALLY

566-2033 DESIGNED TO PREVENT IMPOSITION
OF HIGH FEE TO PROTECT JOB
SECURITY

566-2067 TERMS ARE TO BE READ IN THE
DISJUNCTIVE

566-4000 EXCESSIVE OR DISCRIMINATORY FEE

566-4017 UNLAWFUL IF EITHER EXCESSIVE OR

DISCRIMINATORY INITIATION FEES

566-4033 FEE MAY BE DISCRIMINATORY
WITHOUT BEING EXCESSIVE

566-4067 NO VIOLATION IF DIFFERENT FEE IS
BASED ON REASONABLE
CLASSIFICATION

566-6000 RELEVANT FACTORS

566-6000-0100-0000 Generally

566-6033 INITIATION FEE OF OTHER UNIONS IN
PARTICULAR INDUSTRY

566-6033-3300-0000 Not limited to labor
organizations representing employees
performing same type of work in particular
industry

566-6033-5000-0000 Limited to unions in
geographic area

566-6033-6700-0000 Unions' practice and customs
were not intended to be controlling
considerations

566-6067 WAGES CURRENTLY PAID TO
EMPLOYEES AFFECTED

566-8000 AFFIRMATIVE DEFENSES

566-8033 INVALID UNION-SECURITY CLAUSE

566-8033-5000-0000 Rejected

566-8067 MAY BE LAWFUL IF RISE IN
INITIATION FEE IS DEMONSTRATED
BY FINANCIAL NECESSITY OF UNION

572 PAYMENT FOR SERVICES NOT PERFORMED - (SECTION 8(b)(6))

572-0100 GENERALLY

572-5000 SCOPE OF PROSCRIPTION

572-5025 RELEVANCY OF SERVICES PERFORMED

572-5050 PERFORMANCE OF WORK IS TEST

572-5050-2000-0000 Demand for amount equal to wages paid non-Union employees not prohibited

572-5050-4000-0000 Demand for payment for nonproductive time incident to employment not within 8(b)(6)

572-5050-4050-0000 Compensation matter for collective bargaining

572-5050-6000-0000 Demand for standby pay prohibited

572-5050-7000-0000 Work performed by employees of another employer

572-5050-8000-0000 Good-faith offer of performance

572-5050-8500-0000 Token or nominal work

<p>578 PICKETING FOR RECOGNITION AND BARGAINING - (SECTION 8(b)(7))</p> <hr/> <p><u>578-0100</u> GENERALLY</p> <p><u>578-2000</u> CONDUCT PROHIBITED WHEN FOR PROHIBITED OBJECT</p> <p><u>578-2025</u> PICKETING</p> <p><u>578-2025-0100-0000</u> Generally</p> <p><u>578-2025-3300-0000</u> Any employer</p> <p><u>578-2025-6700-0000</u> What constitutes picketing</p> <p><u>578-2025-6725-0000</u> Patrolling</p> <p><u>578-2025-6750-0000</u> Handbilling</p> <p><u>578-2025-6775-0000</u> Absence of picket signs</p> <p><u>578-2050</u> CAUSING TO BE PICKETED</p> <p><u>578-2050-3300-0000</u> Union responsibility</p> <p><u>578-2050-6700-0000</u> Joint venture picketing</p> <p><u>578-2075</u> THREATENING TO PICKET</p> <p><u>578-4000</u> PROHIBITED OBJECTS--FORCING OR REQUIRING</p> <p><u>578-4025</u> AN EMPLOYER TO RECOGNIZE OR BARGAIN WITH A LABOR ORGANIZATION AS REPRESENTATIVE OF HIS EMPLOYEES</p> <p><u>578-4025-0100-0000</u> Generally</p> <p><u>578-4025-5000-0000</u> What constitutes recognition and bargaining</p> <p><u>578-4025-5025-0000</u> Not separate terms</p> <p><u>578-4025-5050-0000</u> To obtain initial acceptance as representative</p> <p><u>578-4025-5062-0000</u> To obtain or to enforce prehire agreement, to compel its renewal, or to compel bargaining for successor agreement</p> <p><u>578-4025-5075-0000</u> Not applicable to incumbent union</p> <p><u>578-4025-5083-0000</u> Not applicable to union entitled to recognition</p> <p><u>578-4050</u> EMPLOYEES TO ACCEPT OR SELECT LABOR ORGANIZATION AS REPRESENTATIVE</p> <p><u>578-4075</u> EXEMPTION WHEN LABOR ORGANIZATION IS CURRENTLY CERTIFIED AS REPRESENTATIVE</p> <p><u>578-4087</u> PICKETING BY GARMENT INDUSTRY UNION</p> <p><u>578-4093</u> PICKETING OR THREAT TO PICKET BY UNQUALIFIED LABOR ORGANIZATION</p> <p><u>578-4093-5000-0000</u> Mixed guard-nonguard union</p> <p><u>578-6000</u> INDICIA OF OBJECTIVE</p> <p><u>578-6001</u> GENERALLY</p> <p><u>578-6007</u> PICKET SIGNS</p> <p><u>578-6007-3300-0000</u> Signs advising public employer does not employ members of or have contract with union</p> <p><u>578-6007-5000-0000</u> Signs protesting violation of contract or agreement</p> <p><u>578-6007-6700-0000</u> Area standards signs</p> <p><u>578-6007-7700-0000</u> Non-union conditions signs</p> <p><u>578-6014</u> PLACE OF PICKETING</p> <p><u>578-6021</u> TIME OF PICKETING</p> <p><u>578-6025</u> ACTIONS OF PICKETS</p> <p><u>578-6028</u> STATEMENTS OF PICKETS</p>	<p><u>578-6031</u> STATEMENTS OF UNION LEADERS</p> <p><u>578-6035</u> STATEMENTS TO EMPLOYERS</p> <p><u>578-6040</u> INQUIRIES OF EMPLOYEES</p> <p><u>578-6042</u> STATEMENTS TO EMPLOYEES</p> <p><u>578-6044</u> STATEMENTS OF, OR TO, THIRD PARTIES</p> <p><u>578-6046</u> CONDITION FOR DISCONTINUANCE OF PICKETING</p> <p><u>578-6049</u> PRIOR RECOGNITION DEMANDS</p> <p><u>578-6056</u> HANDBILLS</p> <p><u>578-6063</u> AREA STANDARDS OBJECTIVES</p> <p><u>578-6065</u> DEMANDING RECOGNITION FOR FUTURE EMPLOYEES OR 8(f) PURPOSES</p> <p><u>578-6066</u> RENEWABLE CONTRACT</p> <p><u>578-6067</u> CONTRACT ENFORCEMENT OBJECTIVES</p> <p><u>578-6070</u> SUBCONTRACTING CLAUSE OBJECTIVES</p> <p><u>578-6077</u> REINSTATEMENT OF EMPLOYEES' OBJECTIVES</p> <p><u>578-6080</u> JURISDICTIONAL DISPUTE DEMANDS</p> <p><u>578-6081</u> DEMANDING THE HIRING OF UNION MEMBERS OR GRANTING OF UNION BENEFITS</p> <p><u>578-6084</u> PROTEST OF UNFAIR LABOR PRACTICE OBJECTIVES</p> <p><u>578-6087</u> PROTECTING EMPLOYEE'S RIGHTS</p> <p><u>578-6091</u> DISCLAIMER OF INTEREST IN RECOGNITION</p> <p><u>578-6095</u> TOTALITY OF UNION CONDUCT</p> <p><u>578-6096</u> PUTTING EMPLOYER OUT OF BUSINESS</p> <p><u>578-8000</u> CIRCUMSTANCE WHERE RECOGNITIONAL PICKETING PROHIBITED</p> <p><u>578-8025</u> WHERE EMPLOYER HAS RECOGNIZED ANOTHER LABOR ORGANIZATION--SECTION 8(b)(7)(A)</p> <p><u>578-8025-0100-0000</u> Generally</p> <p><u>578-8025-3300-0000</u> Recognition lawful</p> <p><u>578-8025-3310-0000</u> Certified representative</p> <p><u>578-8025-3320-0000</u> Majority representative</p> <p><u>578-8025-3340-0000</u> Appropriate unit</p> <p><u>578-8025-3360-0000</u> Voluntary recognition</p> <p><u>578-8025-3360-3300</u> Prior demonstration of majority</p> <p><u>578-8025-3360-6700</u> No knowledge of competing claim</p> <p><u>578-8025-3380-0000</u> Recognition under 8(f)</p> <p><u>578-8025-6700-0000</u> Question concerning recognition may not be raised (see 347- for bars to conduct of election)</p> <p><u>578-8025-6720-0000</u> Petition would be barred by contract</p> <p><u>578-8025-6740-0000</u> Reasonable time after recognition has not passed</p> <p><u>578-8025-6760-0000</u> Contracts under section 8(f)</p> <p><u>578-8025-6780-0000</u> Employees for whom recognition sought covered by contract</p> <p><u>578-8025-8200-0000</u> Effect of pendency of 8(a)(2) charge</p>
---	---

**578-8050 WHERE VALID ELECTION
CONDUCTED WITHIN PRECEDING
TWELVE MONTHS--SECTION 8(b)(7)(B)**

<u>578-8050-0100-0000</u>	Generally
578-8050-2000-0000	Election among employees for whom recognition sought
578-8050-4000-0000	Election pursuant to section 9(c)
<u>578-8050-4050-0000</u>	Appropriateness of unit
<u>578-8050-4075-0000</u>	Validity of conduct of election
578-8050-6000-0000	Expedited election pursuant to section 8(b)(7)(C)
578-8050-6025-0000	Satisfaction of conditions for holding election
578-8050-6050-0000	Appropriateness of unit
578-8050-6075-0000	Validity of conduct of election
578-8050-8000-0000	Meritorious 8(a)(5) charge no defense

**578-8075 WHERE PICKETING FOR MORE THAN
REASONABLE TIME WITHOUT
PETITION BEING FILED--SECTION
8(b)(7)(C)**

<u>578-8075-0100-0000</u>	Generally
<u>578-8075-2000-0000</u>	Reasonable time of picketing
<u>578-8075-2017-0000</u>	Not to exceed thirty days
578-8075-2033-0000	Where accompanied by violence
<u>578-8075-2050-0000</u>	Intermittent picketing
<u>578-8075-2067-0000</u>	Tacking of periods of picketing
578-8075-2083-0000	Picketing by different labor organizations
<u>578-8075-2092-0000</u>	Picketing at employer's different locations
578-8075-4000-0000	Filing of petition
578-8075-4001-0000	Generally
578-8075-4012-0000	Dismissal of petition by Regional Director
578-8075-4025-0000	Petition pending when picketing commenced
578-8075-4050-0000	Unit must be that of employees for whom recognition sought
578-8075-4062-0000	Validity of petition
578-8075-4075-0000	Withdrawal of petition
578-8075-4087-0000	Adequacy of petition
578-8075-5000-0000	Picketing by union unable to obtain certification
578-8075-5033-0000	Non-guard union seeking to represent unit of guards
<u>578-8075-5050-0000</u>	Mixed guard-nonguard union seeking to represent guards
578-8075-5067-0000	One-man units
578-8075-6000-0000	Conduct of expedited election (for expedited election procedures see 393-5000)

578-8075-6001-0000	Generally
578-8075-6007-0000	Circumstances not warranting expedited election
578-8075-6014-0000	No hearing required
578-8075-6028-0000	Charges blocking election
578-8075-6035-0000	Withdrawal of charge
578-8075-6042-0000	Dismissal of 8(b)(7)(C) charge when election directed
578-8075-6056-0000	No showing of interest required
578-8075-6070-0000	Determination of appropriate unit
578-8075-6070-5000	Picketing for one-man unit
578-8075-6084-0000	Expedition in conduct of election
578-8075-7000-0000	Picketing by garment industry union
<u>578-8075-8000-0000</u>	Informational picketing not prohibited (second proviso, Section 8(b)(7)(C))
<u>578-8075-8001-0000</u>	Generally
578-8075-8001-3300	Does not apply to Sections 8(b)(7)(A) or 8(b)(7)(B)
578-8075-8001-6700	Protection of proviso not lost by concurrent demand for recognition
578-8075-8025-0000	Form of activity
<u>578-8075-8025-3300</u>	Informational picketing
578-8075-8025-6700	Other publicity handbilling
578-8075-8050-0000	Purpose of activity
<u>578-8075-8050-1400</u>	Truthfully advising
578-8075-8050-2800	Public
<u>578-8075-8050-4200</u>	Consumers
<u>578-8075-8050-5600</u>	That employer does not employ members of or have contract with labor organizations
578-8075-8050-5625	Signs must follow language of proviso
<u>578-8075-8050-5650</u>	Signs within proviso
578-8075-8050-5675	Signs not within proviso
578-8075-8050-7000	Picketing for "signal" purposes
578-8075-8050-7700	Handbilling for "signal" purposes
578-8075-8050-8400	Picketing for purpose of signing up members at the line
<u>578-8075-8050-9800</u>	Picketing for area standards
578-8075-8075-0000	Except where having prohibited effect
578-8075-8075-3300	Effect not dependent upon intent
578-8075-8075-6700	Inducement of employees of any other person
<u>578-8075-8075-6733</u>	Not to deliver, pickup or transport goods
<u>578-8075-8075-6767</u>	Not to perform services
578-8075-8075-7000	Picketing by garment industry union

584	AGREEMENTS TO CEASE DOING BUSINESS - (SECTION 8(e))	
584-0100	GENERALLY	
584-0120	NATURE AND PURPOSE OF PROSCRIPTION	
584-0130	CONSTRUCTION OF CONTRACT CLAUSES	
584-0140	CONSTRUCTION OF LEGISLATIVE HISTORY	
584-0160	CONSTITUTIONALITY	
584-0180	RELATION TO OTHER SUBSECTIONS	
584-1200	FACTORS MATERIAL TO APPLICABILITY OF SECTION 8(e)	
584-1201	GENERALLY	
584-1225	AGREEMENT BETWEEN LABOR ORGANIZATION AND EMPLOYER	
584-1225-2500-0000	Employers within section	
584-1225-3300-0000	Expressed agreement	
584-1225-6700-0000	Implied agreement	
584-1250	AGREEMENT "ENTERED INTO" WITHIN STATUTORY MEANING	
584-1250-2500-0000	Signing or executing agreement	
584-1250-5000-0000	Reaffirming, maintaining or enforcing agreement	
584-1275	OBJECTIVES PROSCRIBED	
584-1275-0100-0000	Generally	
584-1275-3300-0000	Cease or refrain from	
584-1275-3317-0000	Handling products of any other employer	
584-1275-3333-0000	Using products of any other employer	
584-1275-3350-0000	Selling products of any other employer	
584-1275-3367-0000	Transporting products of any other employer	
584-1275-3383-0000	Otherwise dealing in products of any other employer	
584-1275-6700-0000	Cease doing business with any other person	
584-1275-6733-0000	What constitutes doing business	
584-1275-6733-2500	Rental of or leasing facilities	
584-1275-6733-5000	Sale of capital assets	
584-2500	EMPLOYEE OR UNION ACTION AUTHORIZED BY AGREEMENT	
584-2501	GENERALLY	
584-2511	REFUSAL TO HANDLE PRODUCTS	
584-2511-3300-0000	Application of 8(e) proscription	
584-2511-6700-0000	Effect of provision upon other agreements	
584-2522	REFUSAL TO WORK	
584-2522-1700-0000	Construction of agreement	
584-2522-3300-0000	Application of 8(e) proscription	
584-2522-6700-0000	Effect of provision upon other agreements	
584-2533	REFUSAL TO CROSS PICKET LINES	
584-2544	REFUSAL TO FURNISH WORKERS	
584-2544-3300-0000	Application of 8(e) proscription	
584-2544-6700-0000	Effect of provision on other agreements	
584-2555	TERMINATION OF CONTRACT UPON EMPLOYER BREACH	
584-2555-3300-0000	Application of 8(e) proscription	
584-2555-6700-0000	Effect of provision upon other agreements	
584-2566	SYMPATHETIC ACTION BY UNION AND EMPLOYEES	
584-2566-3300-0000	Application of 8(e) proscription	
584-2566-6700-0000	Effect of provision upon other agreements	
584-2577	ASSESSMENT OF PENALTIES UPON CONTRACT BREACH OR NON-PERFORMANCE	
584-2577-3300-0000	Application of 8(e) proscription	
584-2577-6700-0000	Effect of provision upon other agreements	
584-2583	SELF HELP	
584-2583-3300-0000	Lawsuits	
584-2583-6700-0000	Any economic action necessary	
584-2588	EXTENSION OF AGREEMENT TO NONSIGNATORY EMPLOYERS OR ITS BENEFITS TO NONUNIT EMPLOYEES	
584-3700	EMPLOYER ACTION LIMITED BY AGREEMENT	
584-3701	GENERALLY	
584-3720	TOTAL RESTRAINT UPON SUBCONTRACTING	
584-3740	PARTIAL RESTRAINT ON, OR CONDITIONING OF, SUBCONTRACTING	
584-3740-1700-0000	Requiring subcontractor or lessee to be union signatory or agree to adhere to union contract	
584-3740-3300-0000	Union preference or approval requirement	
584-3740-5000-0000	Work on area standards criteria	
584-3740-5900-0000	Work preservation provision	
584-3740-6700-0000	Limitation upon amount or nature of work subcontracted	
584-3740-7500-0000	Employer liable for subcontractor's delinquency	
584-3750	LIMITATION UPON RENTAL OR USE OF FACILITIES	
584-3755	LIMITATION UPON EMPLOYMENT OF PERSONS	
584-3758	LIMITATION UPON USE OF INDEPENDENT CONTRACTORS	
584-3760	LIMITATIONS UPON USE OF PRODUCTS OR EQUIPMENT IN OPERATIONS	
584-3770	LIMITATIONS UPON CONDITIONS OF SALE OF CAPITAL ASSETS	
584-3770-5000-0000	Requiring purchaser to be union signatory	
584-3775	LIMITATION ON AFFILIATION WITH OTHER EMPLOYERS	
584-3780	REDUCTION IN UNIT WORK	

<u>584-3780-3300-0000</u>	Unit work as defined by agreement	<u>584-5042</u>	AGREEMENT RELATING TO CONTRACTING OR SUBCONTRACTING
<u>584-3780-6700-0000</u>	Fairly claimable unit work	<u>584-5056</u>	WORK TO BE DONE AT CONSTRUCTION SITE
<u>584-4300</u>	EMPLOYER ACTION REQUIRED BY AGREEMENT	<u>584-5070</u>	RELATION TO OTHER PROVISIONS OF ACT
<u>584-4350</u>	COMPLIANCE WITH FRINGE BENEFIT GUARANTEE CLAUSES	<u>584-6200</u>	GARMENT INDUSTRY EXEMPTION
<u>584-4375</u>	COMPLIANCE WITH ROYALTY ASSESSMENT CLAUSE	<u>584-6225</u>	PERSONS EXEMPTED BY PROVISIO
<u>584-5000</u>	CONSTRUCTION INDUSTRY EXEMPTION	<u>584-6250</u>	ACTIVITY EXEMPTED BY PROVISIO
<u>584-5014</u>	SCOPE AND PURPOSE, GENERALLY	<u>584-6275</u>	RELATION TO OTHER PROVISIONS OF ACT
<u>584-5028</u>	LABOR ORGANIZATION AND EMPLOYER IN INDUSTRY	<u>584-7500</u>	AFFIRMATIVE DEFENSES
		<u>584-8700</u>	SAVINGS CLAUSE

590	PREHIRE AGREEMENTS - SECTION 8(f)
590-0100	GENERALLY
590-0150	STATUTORY OBJECTIVES OF SECTION 8(f)
590-2500	QUALIFICATION OF PARTIES TO ENTER AGREEMENT
590-2525	LABOR ORGANIZATIONS
590-2525-3300-0000	Must have building and construction industry employees as members
590-2525-6700-0000	Must not be dominated or assisted by employer
590-2550	EMPLOYERS
590-2550-5000-0000	Must be primarily engaged in building and construction industry
590-2575	EMPLOYEES COVERED MUST BE ENGAGED IN BUILDING AND CONSTRUCTION INDUSTRY
590-5000	PERMISSIBLE CONDITIONS OF AGREEMENTS
590-5001	GENERALLY
590-5001-5000-0000	Establishment of union's majority under section 9 prior to agreement not required
590-5001-7500-0000	Applies only to initial recognition situations
590-5017	UNION MEMBERSHIP AS CONDITION OF EMPLOYMENT
590-5017-0100-0000	Generally
590-5017-2500-0000	Seven days after employment
590-5017-5000-0000	Seven days after effective date of contract
590-5017-7500-0000	Applicability in right-to-work States
590-5033	EMPLOYER TO NOTIFY UNION OF JOB OPENINGS

590-5050	UNION TO HAVE OPPORTUNITY TO REFER QUALIFIED APPLICANTS
590-5067	SPECIFICATION OF MINIMUM TRAINING OR EXPERIENCE LEVELS OF EMPLOYEES
590-5083	EMPLOYMENT PRIORITY BASED UPON LENGTH OF SERVICE
590-5083-2500-0000	In industry
590-5083-5000-0000	In geographical area
590-5083-7500-0000	With employer
590-7500	EFFECT OF AGREEMENT
590-7501	GENERALLY
590-7510	MULTIEMPLOYER ASSOCIATION AND/OR ITS INDIVIDUAL MEMBERS DOES NOT IMPAIR EFFECT OF FINAL PROVISO TO SECTION 8(a)(3)
590-7525	DOES NOT BAR PETITION
590-7550-3300-0000	Under section 9(c)
590-7550-6700-0000	Under section 9(e)
590-7563	PETITION IS BARRED
590-7563-5000-0000	Under Section 9(a)
590-7575	ESTABLISHMENT OF SECTION 8(d) BARGAINING OBLIGATION
590-7575-0100-0000	Generally
590-7575-2500-0000	Majority support must be established
590-7575-2525-0000	Stable complement of employees
590-7575-2550-0000	Subsequent acquisition of majority status
590-7575-5000-0000	Must define projects or area to which applicable
590-7575-5050-0000	Majority must be established at each site
590-7587	WITHDRAWAL FROM OR EXPIRATION OF AGREEMENT
590-8700	ENFORCEMENT OF AGREEMENT

593 PICKETING AND STRIKES AT HEALTH CARE INSTITUTIONS (SECTION 8(g))

593-0100 GENERALLY

593-2000 ACTIVITY SUBJECT TO NOTICE REQUIREMENT

593-2001 GENERALLY

593-2025 FORMS OF ACTIVITY

593-2025-2000-0000 Picketing

593-2025-4000-0000 Strikes

593-2025-6000-0000 Work stoppages

593-2025-8000-0000 Handbilling

593-2050 LOCATION OF ACTIVITY

593-2050-3300-0000 At health care institution proper

593-2050-6700-0000 Related construction sites

593-2050-7500-0000 At non-health care facilities owned or leased by health care institution

593-2075 ACTIVITY PROTESTING UNFAIR LABOR PRACTICES

593-4000 NOTICE REQUIREMENT

593-4001 GENERALLY

593-4014 PURPOSE OF NOTICE

593-4028 TO WHOM NOTICE MUST BE GIVEN

593-4036 BY WHOM NOTICE MUST BE GIVEN

593-4042 TIMELINESS OF NOTICE

593-4056 ADEQUACY OF DELIVERY

593-4070 CONTENT OF NOTICE

593-4084 MODIFICATION OF EXTENTION OF NOTICE

593-6000 CONFORMANCE OF ACTIVITY TO NOTICE

593-6025 ACTIVITY COMMENCING PRIOR TO TIME NOTICED

593-6050 ACTIVITY COMMENCED SUBSEQUENT TO TIME NOTICED

593-6075 INTERMITTENT ACTIVITY

593-6087 DE MINIMUS ACTIVITY

593-8000 THREATS TO STRIKE, PICKET OR ENGAGE IN WORK STOPPAGE

596	PROCEDURE IN ULP PROCEEDINGS
596-0100	GENERALLY
596-0125	APPLICABILITY AND EFFECT OF APA
<u>596-0125-0100-0000</u>	Generally
<u>596-0125-0700-0000</u>	Section 4-Rule making authority (5 USC Sec. 553)
<u>596-0125-1400-0000</u>	Section 5 - Adjudication (5 USC Sec. 554)
596-0125-2800-0000	Section 5(b) - Procedure (5 USC Sec. 554(c))
596-0125-2850-0000	Opportunity for settlement
<u>596-0125-4200-0000</u>	Section 5(c) - Separation of Functions (5 USC Sec. 554(d))
596-0125-4250-0000	Participation in hearing by legal assistant not prohibited
596-0125-5600-0000	Section 6 - Ancillary Matter (5 USC Sec. 555)
596-0125-7000-0000	Section 7 - Hearing (5 USC Sec. 556)
<u>596-0125-7050-0000</u>	Disqualification of ALJ
<u>596-0125-7075-0000</u>	Evidentiary standards
596-0125-8400-0000	Section 8 - Decisions and Agency Review (5 USC Sec. 557)
596-0125-9200-0000	Section 10--application; definitions (5 USC Sec. 701(a))
596-0125-9600-0000	Section 10(a)--right of review (5 USC 702)
596-0125-9800-0000	Section 10(c) - Final agency action
596-0137	APPLICABILITY OF FEDERAL RULES OF EVIDENCE
596-0150	PRESUMPTION OF ADMINISTRATIVE REGULARITY
596-0175	EFFECT OF PRIOR PROCEEDINGS (See also, RES JUDICATA 750-0000)
<u>596-0175-0100-0000</u>	Generally
596-0175-2500-0000	Where outstanding order prohibits conduct at issue
596-0175-5000-0000	Where ULP proceeding based in whole or part upon facts certified in R proceeding
596-0175-5001-0000	Generally
<u>596-0175-5012-0000</u>	Use of ULP proceeding to supply deficiencies in R proceeding
<u>596-0175-5025-0000</u>	No relitigation in related subsequent ULP proceeding of issues resolved in R proceeding
<u>596-0175-5025-0100</u>	Generally
<u>596-0175-5025-2500</u>	Where resolved by Board
<u>596-0175-5025-3300</u>	Where stipulated by parties
<u>596-0175-5025-5000</u>	Where no request for review under Rule 102.67(f)
<u>596-0175-5025-7500</u>	Where request for review denied
596-0175-5037-0000	Independent review by Board of representation case record not previously reviewed
596-0175-5050-0000	Issues as to which relitigation precluded
<u>596-0175-5050-3300</u>	Unit determination
596-0175-5050-4200	Original membership in multi-employer unit

596-0175-5050-5000	Amendment of certification
<u>596-0175-5050-6000</u>	Relitigation at compliance stage of matters previously litigated, decided and enforced
<u>596-0175-5050-6500</u>	Employer status
<u>596-0175-5050-6700</u>	Objections to election
596-0175-5050-8400	10(k) determination
<u>596-0175-5075-0000</u>	Issues as to which relitigation permitted
<u>596-0175-5075-1300</u>	Jurisdiction of Board
<u>596-0175-5075-1900</u>	Actions constituting unfair labor practices
596-0175-5075-2200	Withdrawal from multi-employer unit
596-0175-5075-2500	Voting eligibility of employee
596-0175-5075-3300	Confidential status of employee
<u>596-0175-5075-5000</u>	Supervisory status of employee
596-0175-5075-5033	Where employee held to be employer's agent
596-0175-5075-5050	Where acting as observer
<u>596-0175-5075-5067</u>	Where employee allegedly discriminatorily discharged
<u>596-0175-7000-0000</u>	Deauthorization petition
<u>596-0175-7500-0000</u>	Prior court decision
<u>596-0175-8100-0000</u>	Prior ULP proceeding
<u>596-0175-8500-0000</u>	Prior 10(j) authorization
<u>596-0175-8700-0000</u>	Prior 10(k) proceeding
596-0181	EFFECT OF PENDING PROCEEDINGS
<u>596-0181-5000-0000</u>	Judicial proceedings
596-0188	FAILURE TO EXHAUST OTHER REMEDIES
596-0194	QUALIFICATION OF COUNSEL TO REPRESENT PARTY BEFORE BOARD; FORMER BOARD EMPLOYEES (BOARD R&R SEC. 102.119 AND 102.120)
596-0400	LIMITATION OF ACTIONS
596-0401	GENERALLY
596-0420	SECTION 10(b) 6-MONTH LIMITATION
<u>596-0420-0100-0000</u>	Generally
<u>596-0420-1200-0000</u>	Has effect of statute of limitations
<u>596-0420-2500-0000</u>	Not jurisdictional
596-0420-3700-0000	Not rule of evidence
<u>596-0420-5000-0000</u>	Runs from effective date of ULP
<u>596-0420-5050-0000</u>	What constitutes effective date
<u>596-0420-5050-5000</u>	Reaffirmation of unlawful conduct or occurrence of relevant conduct within 10(b) period
<u>596-0420-5075-0000</u>	Day on which ULP occurred excluded from computation
<u>596-0420-5087-0000</u>	Fraudulent concealment of operative facts
<u>596-0420-5500-0000</u>	Runs from date of knowledge
<u>596-0420-6200-0000</u>	Six-month period dates from first charge
<u>596-0420-6250-0000</u>	Reinstatement of charge after withdrawal

<u>596-0420-6250-5000</u>	Prior charge cannot be revived to earlier date, absent equitable considerations	<u>596-0667</u>	AVAILABLE WHERE DISCRIMINATING PARTY NOT BENEFICIARY
<u>596-0420-6275-0000</u>	Reinstatement of charge after dismissal	<u>596-0700</u>	FURTHER CONSIDERATION, RECONSIDERATION
596-0420-7500-0000	Not limitation on notices to non- respondent parties	<u>596-0800</u>	CHARGE
<u>596-0420-8700-0000</u>	Amendment of charge	<u>596-0801</u>	GENERALLY
<u>596-0420-8725-0000</u>	Amended charge may allege ULP committed within 6 months of service of original charge	<u>596-0811</u>	PREREQUISITE TO JURISDICTION
<u>596-0420-8750-0000</u>	New ULP after original charge and more than 6 months before amended charge may not be included	<u>596-0817</u>	PREMATURE FILING
<u>596-0420-8775-0000</u>	May relate back to original charge	<u>596-0822</u>	MAY BE FILED BY ANY PERSON
596-0420-9500-0000	Consolidation of cases	596-0822-3300-0000	Person may not file against himself
<u>596-0440</u>	CONSIDERATION OF TIME-BARRED EVENTS AS BACKGROUND TO EXPLAIN LATER EVENTS PERMISSIBLE	596-0822-6700-0000	May be filed on behalf of others without express authority
<u>596-0440-0100-0000</u>	Generally	<u>596-0827</u>	PLACE OF FILING
<u>596-0440-1200-0000</u>	Where purpose is to support defense or for fuller understanding of contention	<u>596-0833</u>	MOTIVATION IN FILING IMMATERIAL
<u>596-0440-1800-0000</u>	Cannot be used as proof of earlier unfair labor practice	596-0833-5000-0000	Board will determine abuse of process
<u>596-0440-2500-0000</u>	Striker's right to reinstatement within period may be based on time-barred events	<u>596-0844</u>	PARTICULARITY NOT ESSENTIAL
596-0440-3100-0000	Removal of strikers from preferential hiring list based on procedure instituted outside period	<u>596-0844-1700-0000</u>	Purpose to set Board investigation in motion
<u>596-0440-3700-0000</u>	Execution of contract within period where majority based upon cards predating period alleged invalid	<u>596-0844-3300-0000</u>	Lack of does not invalidate proceeding
596-0440-5000-0000	Enforcement within period of contract illegal in execution because of time-barred events	<u>596-0844-5000-0000</u>	General language of statute sufficient
596-0440-6200-0000	Collection of union fine within period where determination of legality of fine barred by 10(b)	<u>596-0844-6700-0000</u>	Not pleadings
596-0440-7500-0000	Minority status of union recognized before limitations period	<u>596-0844-8300-0000</u>	Purpose to notify charged party of nature of allegation
<u>596-0460</u>	LIMITATION NOT APPLICABLE TO CONTINUING ULP	<u>596-0850</u>	PRIORITY (SECTION 10(m))
<u>596-0465</u>	TOLLING OF PERIOD	<u>596-0855</u>	TIMELINESS OF SERVICE TO STOP 10(b) PERIOD
<u>596-0470</u>	REJECTION OF APPLICATION FOR MEMBERSHIP WILL NOT REVIVE TIME-BARRED EXPULSION FROM UNION	<u>596-0860</u>	CHARGES HELD IN ABEYANCE
<u>596-0480</u>	REJECTION OF EMPLOYMENT APPLICATION WILL NOT REVIVE TIME-BARRED DISCHARGE VIOLATION (PENNWOVEN-CHILDS RULE)	<u>596-0863</u>	CHARGE FOUND DEFICIENT OR UNSUBSTANTIATED
<u>596-0600</u>	AVAILABILITY OF BOARD PROCESSES TO PARTIES ENGAGING IN INVIDIOUS DISCRIMINATION	<u>596-0866</u>	AMENDMENT OF CHARGE
<u>596-0601</u>	GENERALLY	<u>596-0866-0100-0000</u>	Generally
<u>596-0633</u>	NOT AVAILABLE FOR BENEFIT IF PARTY ENGAGED IN INVIDIOUS DISCRIMINATION	<u>596-0866-1300-0000</u>	Effect of late filing
		<u>596-0866-2500-0000</u>	Not equivalent to withdrawal of original charge
		<u>596-0866-5000-0000</u>	Must be based on valid charge
		<u>596-0866-7500-0000</u>	May particularize original charge
		<u>596-0877</u>	WITHDRAWAL OF CHARGE
		596-0877-0100-0000	Generally
		596-0877-2500-0000	By RD on his own motion (Rule 102.18)
		596-0877-5000-0000	RD consent required
		596-0877-7500-0000	Withdrawn charge may not be reinstated to circumvent 10(b) period
		<u>596-0877-8000-0000</u>	Charging party's request for permission to withdraw charge
		<u>596-0888</u>	DISMISSAL OF CHARGE
		<u>596-0888-0100-0000</u>	GENERALLY
		<u>596-0888-1200-0000</u>	Lack of cooperation of charging party
		596-0888-1900-0000	Because of remedial action by parties
		<u>596-0888-2500-0000</u>	Because of settlement of issues by parties
		<u>596-0888-3300-0000</u>	Before hearing not adjudication
		596-0888-6700-0000	Appeal to General Counsel from RD dismissal
		<u>596-0888-6725-0000</u>	Timeliness

596-0888-6733-0000	Reconsideration of decision on appeal	596-1683-6000-0000	Need not be personal service
<u>596-0888-6750-0000</u>	Motion for reconsideration	<u>596-1683-6050-0000</u>	Service by mail sufficient
<u>596-0888-6767-0000</u>	Reinstatement of charge	<u>596-1683-8000-0000</u>	Date of service is date of mailing
<u>596-1200</u> PARTIES		<u>596-2000</u> CONDUCT OF INVESTIGATION	
<u>596-1201</u> GENERALLY		<u>596-2001</u> GENERALLY	
596-1201-5000-0000	Definition (Rule 102.8)	<u>596-2010</u> CASE FILES	
<u>596-1220</u> CHARGING PARTY		<u>596-2020</u> WITHIN GENERAL COUNSEL DISCRETION UNDER SECTION 3(d)	
<u>596-1240</u> DISCRIMINATEES		596-2020-5000-0000	May be deferred pending outcome of related action before Board, other agency or court
<u>596-1260</u> NECESSARY PARTIES		<u>596-2030</u> CHARGE FOUND DEFICIENT	
<u>596-1260-0100-0000</u>	Generally	<u>596-2040</u> NOT SUBJECT TO ATTACK	
596-1260-1000-0000	Subsidiary of parent	<u>596-2060</u> SKIP COUNSEL CONTENTION	
<u>596-1260-1500-0000</u>	Parent of subsidiary	<u>596-2080</u> INTERVIEWING RESPONDENT'S AGENTS	
<u>596-1260-2000-0000</u>	Employer not necessary party to 8(b)(2) proceeding	<u>596-2400</u> RULINGS AND AUTHORITY OF REGIONAL DIRECTOR	
596-1260-2500-0000	Union not necessary party to 8(a)(3) proceeding	<u>596-2401</u> GENERALLY	
<u>596-1260-3000-0000</u>	Other employers in multi- employer bargaining association or association itself	<u>596-2425</u> TO TAKE SETTLEMENTS	
<u>596-1260-4000-0000</u>	Party to challenged contract	<u>596-2450</u> Authority to issue complaint	
596-1260-6000-0000	Assisted or dominated union not necessary party	<u>596-2800</u> SETTLEMENTS	
<u>596-1260-7000-0000</u>	Joint employer	<u>596-2801</u> GENERALLY	
596-1260-7200-0000	Joint venture and/or joint venturers	596-2801-1000-0000	Effective date
<u>596-1260-7500-0000</u>	Employers constituting single employer	<u>596-2801-2000-0000</u>	Purpose and objectives
<u>596-1260-8000-0000</u>	Trustee in bankruptcy; receiver	<u>596-2801-4000-0000</u>	Policy of Board
<u>596-1260-8500-0000</u>	International Union	<u>596-2801-6000-0000</u>	Authority and discretion of Board
<u>596-1260-9000-0000</u>	Alter ego of employer	596-2801-6050-0000	Delegation to General Counsel
596-1260-9500-0000	Successor employer	596-2801-7000-0000	Board authority under Rule 102.48(b)
<u>596-1260-9800-0000</u>	Primary employer	<u>596-2801-7500-0000</u>	Conditions of settlement
<u>596-1270</u> PARTY IN INTEREST		<u>596-2801-8000-0000</u>	Effect of nonadmissions clause
596-1270-5000-0000	Fund trustees	<u>596-2801-8500-0000</u>	Effect of waiver of right to reinstatement
<u>596-1280</u> RIGHT TO COUNSEL		<u>596-2801-9000-0000</u>	Responsibility of General Counsel to parties
<u>596-1290</u> ADEQUACY OF IDENTIFICATION OF PARTIES		<u>596-2820</u> FORMAL SETTLEMENTS	
<u>596-1600</u> SERVICE OF DOCUMENTS		<u>596-2820-0100-0000</u>	Generally
<u>596-1601</u> GENERALLY		<u>596-2820-2500-0000</u>	Remedy provisions
<u>596-1617</u> SERVICE OF PROCESS AND PAPERS (RULE 102.111)		596-2820-4000-0000	Withdrawal from formal settlement
<u>596-1633</u> SERVICE BY PARTIES (RULE 102.112)		<u>596-2820-5000-0000</u>	Board order
596-1633-5000-0000	Failure to serve	596-2820-7500-0000	Court judgment
<u>596-1650</u> DATE OF SERVICE (RULE 102.113)		<u>596-2840</u> INFORMAL SETTLEMENTS	
<u>596-1667</u> COMPUTATION OF TIME ALLOWED FOR SERVICE		<u>596-2840-1000-0000</u>	Board order not required
<u>596-1683</u> SERVICE OF CHARGE OR COMPLAINT		<u>596-2840-2000-0000</u>	Remedy provisions
<u>596-1683-0100-0000</u>	Generally	<u>596-2840-4000-0000</u>	Approval of
<u>596-1683-1000-0000</u>	Defective service	<u>596-2840-4025-0000</u>	Precomplaint
<u>596-1683-2000-0000</u>	Charging party responsible	596-2840-4025-5000	Waiver of objection to introduction of evidence
<u>596-1683-2050-0000</u>	Service made by Board also	<u>596-2840-4050-0000</u>	Postcomplaint prehearing
596-1683-4000-0000	Service good even though not made by charging party	596-2840-4075-0000	After hearing opened
596-1683-4500-0000	Service on one employer of single-employer entity	596-2840-4090-0000	After Administrative Law Judge decision
<u>596-1683-4700-0000</u>	Service on alter ego	<u>596-2840-6000-0000</u>	Disposition of complaint
<u>596-1683-5000-0000</u>	Service on agent	<u>596-2840-8000-0000</u>	Disposition of charge
<u>596-1683-5200-0000</u>	Service on predecessor or successor	<u>596-2860</u> UNILATERAL SETTLEMENTS	
596-1683-5500-0000	Service on joint employer	<u>596-2860-1400-0000</u>	Authority of General Counsel and Board to settle with less than all parties
596-1683-5800-0000	Service on joint representative		

596-2860-2800-0000	Notice to nonconsenting party	<u>596-2880-6760-0000</u>	Presettlement conduct only if unknown to GC, or newly discovered, or specifically reserved
596-2860-2850-0000	Failure to respond	<u>596-2880-6775-0000</u>	Coercion
<u>596-2860-4200-0000</u>	Opportunity to present objections to settlement	<u>596-2880-6787-0000</u>	Failure to restore "status quo"
596-2860-4225-0000	To Regional Director	<u>596-2880-7500-0000</u>	Effect on stipulation contained in agreement
596-2860-4250-0000	To General Counsel	<u>596-3200</u>	COMPLAINT
596-2860-4275-0000	To Board	<u>596-3201</u>	GENERALLY
596-2860-4900-0000	Opportunity to inspect investigatory file	<u>596-3201-5000-0000</u>	Purpose of complaint
596-2860-5600-0000	Standing to object	<u>596-3212</u>	GENERAL COUNSEL AUTHORITY OVER COMPLAINT
596-2860-7000-0000	Consideration of objections	<u>596-3212-1700-0000</u>	Final authority under Section 3(d) for issuance
596-2860-7025-0000	By Regional Director	596-3212-1725-0000	Issuance may be delayed pending disposition of related "C" case
596-2860-7037-0000	By Administrative Law Judge	<u>596-3212-1750-0000</u>	Refusal to issue within administrative discretion
596-2860-7050-0000	By General Counsel	596-3212-1775-0000	Issuance may be delayed pending disposition of related "R" case
596-2860-7075-0000	By Board	596-3212-2000-0000	Consideration of untimely filed appeal is within discretion of General Counsel upon good cause shown Rule 102.19(a)
596-2860-8400-0000	Basis of objections	<u>596-3212-2500-0000</u>	Issuance after reconsideration (Rule 102.19(c))
596-2860-8410-0000	Other type of proceedings more appropriate	<u>596-3212-3300-0000</u>	Refusal to issue not reviewable by Board or courts
596-2860-8410-3300	Summary judgment	596-3212-4100-0000	Refusal to issue where charge allegations covered by outstanding Board order or court judgment
<u>596-2860-8410-5000</u>	Hearing	<u>596-3212-5000-0000</u>	Amendment of complaint may not be made by other parties
596-2860-8410-6700	Contempt	<u>596-3212-6700-0000</u>	Theory of case determined by General Counsel
<u>596-2860-8420-0000</u>	Remedy provisions insufficient	<u>596-3212-8300-0000</u>	May withdraw complaint on own motion
<u>596-2860-8420-1700</u>	Notice provisions inadequate	<u>596-3212-8350-0000</u>	Withdrawal pursuant to settlement
596-2860-8420-3300	Reinstatement	<u>596-3212-8375-0000</u>	Withdrawal after opening of hearing
596-2860-8420-3700	Trust funds	<u>596-3212-8700-0000</u>	Reinstitution of charge after dismissal
596-2860-8420-4000	Bar to representation election	<u>596-3212-9100-0000</u>	Right to litigate allegations in face of settlement agreement or attempt to withdraw charge by charging party
596-2860-8420-4000	10(b) period	<u>596-3225</u>	FORM AND CONTENT OF COMPLAINT
596-2860-8420-5000	Interference with deliveries	<u>596-3225-0800-0000</u>	Scope of complaint
<u>596-2860-8420-6200</u>	Order provisions inadequate	596-3225-1700-0000	Allegation of jurisdiction
596-2860-8420-6700	Reinstitute operation	<u>596-3225-3300-0000</u>	Particularity not required
596-2860-8420-7400	Cessation of picketing	<u>596-3225-5000-0000</u>	Sufficient to inform respondent of nature of allegations
596-2860-8420-8200	Continuing misconduct	<u>596-3225-6700-0000</u>	Relief desired need not be included
596-2860-8420-8300	Non issuance of complaint in companion case	596-3225-8300-0000	Augmenting allegations through motion for bill of particulars
<u>596-2860-8420-8400</u>	Conduct also allegedly violated other sections of Act	<u>596-3225-9000-0000</u>	Defective or inaccurate complaints
<u>596-2860-8430-0000</u>	RD's dismissal of certain aspects of charge in companion case	<u>596-3237</u>	RELATIONSHIP TO CHARGE
596-2860-8440-0000	Backpay provisions	<u>596-3237-0100-0000</u>	Generally
596-2860-8440-5000	Tolling	<u>596-3237-3300-0000</u>	Legally sufficient relationship between subject matter of charge and complaint only requirement
596-2860-8445-0000	Litigation expenses		
596-2860-8450-0000	Other charges pending		
596-2860-8460-0000	Nonadmissions clause		
596-2860-8470-0000	No findings of facts and/or conclusions of law		
<u>596-2860-8480-0000</u>	Court decision		
596-2860-8485-0000	Prejudice to rights in court litigation		
<u>596-2860-8490-0000</u>	Waiver of rights		
<u>596-2880</u>	SETTING ASIDE OF SETTLEMENT AGREEMENT		
<u>596-2880-3300-0000</u>	Authority of Regional Director		
<u>596-2880-6700-0000</u>	Basis for setting aside		
<u>596-2880-6725-0000</u>	Side notices		
596-2880-6733-0000	Failure to reach agreement		
<u>596-2880-6750-0000</u>	Postsettlement conduct breaching agreement or constituting new unfair labor practice		

<u>596-3237-6700-0000</u>	Contents of charge do not limit scope of complaint	<u>596-4401-7500-0000</u>	Authority of Board
<u>596-3250</u> VARIANCE BETWEEN COMPLAINT AND CHARGE, PROOF, OR FINDINGS		<u>596-4425</u> PROCEEDINGS CONSOLIDATED	
<u>596-3250-3300-0000</u>	Complaint may allege ULP's not set forth in charge	<u>596-4425-3300-0000</u>	Consolidation of CA and CB proceedings proper
<u>596-3250-3333-0000</u>	If of similar nature	<u>596-4425-6700-0000</u>	Consolidation of CA and election objections proceedings proper
<u>596-3250-3367-0000</u>	If within 10(b) period	<u>596-4425-7500-0000</u>	Consolidation of CB and election objections proceedings proper
<u>596-3250-6700-0000</u>	Cure of variance	<u>596-4425-8300-0000</u>	Consolidation of CA and backpay proceedings
<u>596-3250-8400-0000</u>	Charges held in abeyance	<u>596-4450</u> CONSOLIDATION CRITERIA	
<u>596-3262</u> AMENDMENTS TO COMPLAINT		<u>596-4450-3300-0000</u>	Appropriate where
<u>596-3262-0100-0000</u>	Generally	<u>596-4450-3325-0000</u>	Same issues
<u>596-3262-3300-0000</u>	Time of amendment	<u>596-4450-3350-0000</u>	Same respondent
<u>596-3262-3325-0000</u>	Before hearing	<u>596-4450-3375-0000</u>	Convenience of witnesses
<u>596-3262-3350-0000</u>	During hearing	<u>596-4450-6700-0000</u>	Inappropriate where
<u>596-3262-3362-0000</u>	After hearing	<u>596-4450-6717-0000</u>	Different issues or legal theories
<u>596-3262-3370-0000</u>	By ALJ	<u>596-4450-6721-0000</u>	Issuance of decision would be delayed
<u>596-3262-3375-0000</u>	By Board	<u>596-4450-6725-0000</u>	Decision in one case already issued
<u>596-3262-6700-0000</u>	Adequacy of notice to respondent	<u>596-4450-6733-0000</u>	Different respondents
<u>596-3262-6750-0000</u>	Continuance to prepare to meet new allegations	<u>596-4450-6750-0000</u>	Hearing in one case almost completed
<u>596-3275</u> AMENDMENT TO CONFORM PLEADINGS TO PROOF		<u>596-4450-6775-0000</u>	Proceedings tried separately
<u>596-3282</u> AMENDMENT TO INCLUDE ULP'S FULLY LITIGATED		<u>596-4475</u> SEVERANCE OF PROCEEDINGS	
<u>596-3298</u> DISMISSAL OF COMPLAINT OR ALLEGATIONS THEREIN		<u>596-4475-3300-0000</u>	Appropriate where
<u>596-3600</u> NOTICE OF HEARING		<u>596-4475-6700-0000</u>	Inappropriate where
<u>596-3601</u> GENERALLY		<u>596-4800</u> INTERVENTION	
<u>596-3601-5000-0000</u>	Requirement of reasonable notice	<u>596-4801</u> GENERALLY	
<u>596-3625</u> SUFFICIENCY OF NOTICE		<u>596-4833</u> INTERVENTION AS OF RIGHT (See also PARTIES 596-1200)	
<u>596-3650</u> PERSONS ENTITLED TO NOTICE		<u>596-4867</u> INTERVENTION TO EXTENT INTEREST MAY APPEAR	
<u>596-3650-3300-0000</u>	Joint employers	<u>596-4867-3300-0000</u>	Within discretion of Board
<u>596-3650-6700-0000</u>	Persons entitled to intervene	<u>596-4867-6700-0000</u>	Intervention of employees in 8(a)(5) proceeding
<u>596-3675</u> POSTPONEMENT OF HEARING		<u>596-4884</u> INTERVENTION BY NON-PARTY	
<u>596-4000</u> ANSWER TO COMPLAINT		<u>596-5200</u> DISCOVERY	
<u>596-4017</u> TIME FOR FILING		<u>596-5250</u> NOT PROVIDED FOR BY ACT	
<u>596-4017-3300-0000</u>	Time allowed	<u>596-5600</u> DEPOSITIONS	
<u>596-4017-6700-0000</u>	Effect of late filing	<u>596-5601</u> GENERALLY	
<u>596-4017-6750-0000</u>	"Good cause" standard	<u>596-5650</u> AVAILABLE FOR GOOD CAUSE SHOWN	
<u>596-4033</u> EFFECT OF FAILURE TO FILE		<u>596-5650-3300-0000</u>	May not be taken for purposes of discovery
<u>596-4042</u> EFFECT OF WITHDRAWAL OF ANSWER		<u>596-5650-6700-0000</u>	Use limited to preserving evidence for trial
<u>596-4050</u> EFFECT OF FAILURE TO SERVE COPIES ON OTHER PARTIES		<u>596-6000</u> SUBPOENAS	
<u>596-4067</u> SUFFICIENCY OF FORM AND CONTENT		<u>596-6001</u> GENERALLY	
<u>596-4067-2500-0000</u>	Particularity required	<u>596-6001-5000-0000</u>	Nature and Scope
<u>596-4067-5000-0000</u>	Sufficiency of statement of defense	<u>596-6001-5033-0000</u>	"Attendance and testimony of witnesses"
<u>596-4067-7500-0000</u>	Adequacy of general denial	<u>596-6001-5067-0000</u>	"Production of any evidence"
<u>596-4075</u> STRIKING ANSWER OR PORTIONS THEREOF		<u>596-6001-5083-0000</u>	Applicability to compel testimony of Bd agents
<u>596-4079</u> STRIKING OF PORTIONS OF ANSWER		<u>596-6020</u> AUTHORITY TO ISSUE	
<u>596-4083</u> AMENDMENT OF ANSWER		<u>596-6020-5000-0000</u>	Board authority under section 11(1) of Act
<u>596-4091</u> ADMISSION BY ANSWER		<u>596-6020-5033-0000</u>	Delegation of Board authority proper
<u>596-4400</u> CONSOLIDATION AND SEVERANCE OF PROCEEDING		<u>596-6020-5033-3300</u>	To Regional Director
<u>596-4401</u> GENERALLY		<u>596-6020-5033-6700</u>	To ALJ
<u>596-4401-2500-0000</u>	Authority of General Counsel		
<u>596-4401-5000-0000</u>	Authority of Regional Director		

596-6020-5067-0000	Board member may sign subpoena in blank	<u>596-6867-2000-0000</u>	Conflicts exist in Board law applicable to determination
<u>596-6040</u> ISSUANCE OF SUBPOENAS		<u>596-6867-3000-0000</u>	Where answer inadequate
596-6040-2000-0000	Application to Board	<u>596-6867-3300-0000</u>	In absence of answer
596-6040-2033-0000	Upon application of "party"	596-6867-3310-0000	Within discretion of General Counsel
<u>596-6040-2067-0000</u>	Regional Director need not apply	<u>596-6867-3325-0000</u>	Where answer untimely filed
596-6040-4000-0000	Showing of relevancy and adequacy of identification of documents requested not prerequisite	<u>596-6867-6700-0000</u>	Where issue has or could have been previously resolved
<u>596-6040-4050-0000</u>	Determinable on motion to revoke	<u>596-6867-6705-0000</u>	Jurisdiction
596-6040-6000-0000	Prehearing investigatory subpoenas available only to Regional Director	<u>596-6867-6710-0000</u>	Where claim of newly discovered evidence or special circumstance rejected
<u>596-6040-8000-0000</u>	Costs incurred in complying	<u>596-6867-6712-0000</u>	Failure to refer Region's investigatory file
<u>596-6060</u> REVOCATION		596-6867-6712-5000	Investigatory affidavits (R/R 102.69(g)(ii))
<u>596-6060-0100-0000</u>	Generally	<u>596-6867-6725-0000</u>	Unit determination
596-6060-0133-0000	Statutory provisions applicable only to subpoena duces tecum	596-6867-6737-0000	Amendment of certification
596-6060-0133-5000	Board may apply to subpoena ad testificandum as well	<u>596-6867-6750-0000</u>	Failure to hold hearing on objections to election
596-6060-0167-0000	Power to pass on petition to revoke may be delegated by Board	<u>596-6867-6758-0000</u>	Challenges to ballots
596-6060-3300-0000	Time for filing petition to revoke	<u>596-6867-6766-0000</u>	Objection to conduct affecting election
596-6060-3350-0000	Within 5 days of service of subpoena	<u>596-6867-6775-0000</u>	Irregularities in conduct of election
596-6060-3350-5000	When subpoena served less than 5 days before return date	<u>596-6867-6787-0000</u>	Voter eligibility resolved in prior ULP case
<u>596-6060-6700-0000</u>	Grounds for revocation	<u>596-6867-6790-0000</u>	ULP violation by agreed set of actions
<u>596-6060-6710-0000</u>	Rule 102.31	<u>596-6867-6793-0000</u>	Defenses raised in prior 10(k) determination proceeding
<u>596-6060-6725-0000</u>	Rule 102.118	596-6867-6796-0000	Failure to seek 10(l) injunctive relief
<u>596-6060-6730-0000</u>	Improper service	<u>596-6867-6800-0000</u>	Failure to litigate present allegations in prior proceeding
<u>596-6060-6731-0000</u>	Improper purpose	<u>596-6867-7600-0000</u>	Lawsuit nonmeritorious and brought in retaliation for exercise of Section 7 rights
<u>596-6060-6735-0000</u>	Immaterial to case	<u>596-6867-8000-0000</u>	Where factual dispute
<u>596-6060-6750-0000</u>	Claim of privilege	<u>596-6867-8400-0000</u>	Where no factual dispute
596-6060-6775-0000	Prejudicial	<u>596-6867-8700-0000</u>	Failure to comply with Settlement Agreement
<u>596-6080</u> ENFORCEMENT		<u>596-6867-8800-0000</u>	Challenging certification while bargaining
<u>596-6080-0100-0000</u>	Generally	<u>596-6867-9100-0000</u>	Obligation to bargain resolved in prior unfair labor practice
<u>596-6080-5000-0000</u>	When subpoena issued to private party	<u>596-6867-9300-0000</u>	In cases involving deferral to parties' grievance-arbitration machinery
596-6080-5050-0000	Ex rel proceeding filed by General Counsel	<u>596-6867-9500-0000</u>	Backpay proceeding
596-6080-5050-3300	General Counsel and Board not responsible for prosecution	<u>596-6867-9700-0000</u>	Bankruptcy proceedings
596-6080-5050-6700	May decline to initiate proceeding where inconsistent with law and policy	<u>596-6884</u> DISMISSAL OF COMPLAINT OR ALLEGATIONS CONTAINED THEREIN	
<u>596-6400</u> STIPULATION AND TRANSFER TO BOARD		<u>596-6892</u> GRANTING OF LIMITED SUMMARY JUDGMENT	
<u>596-6401</u> GENERALLY		<u>596-7000</u> JUDGMENT ON THE PLEADINGS	
<u>596-6450</u> AFTER DEATH OF ALJ		<u>596-7100</u> DEFAULT JUDGMENT	
<u>596-6800</u> SUMMARY JUDGMENT		<u>596-7200</u> ALJ's QUALIFICATION AND AUTHORITY	
<u>596-6801</u> GENERALLY		<u>596-7201</u> GENERALLY	
<u>596-6801-5000-0000</u>	Board authority to use summary procedure	<u>596-7250</u> QUALIFICATION REQUIREMENTS	
<u>596-6833</u> NOTICE TO SHOW CAUSE PROCEDURE		596-7250-1000-0000	APA requirements
<u>596-6833-5000-0000</u>	Notice to parties	596-7250-2000-0000	Assignment to case
<u>596-6833-7500-0000</u>	Adequacy of documentation		
<u>596-6867</u> CIRCUMSTANCES OF USE			
<u>596-6867-0100-0000</u>	Generally		
<u>596-6867-1500-0000</u>	Where complaint allegations inadequate		

596-7250-3000-0000	Substitution in event of unavailability	596-7612-6767-4500	Obtaining evidentiary records for hearing
<u>596-7250-3050-0000</u>	Preparation of report by new ALJ	<u>596-7612-6767-5000</u>	Engagement of counsel in other proceeding
596-7250-4000-0000	Withdrawal on own motion as disqualified	<u>596-7612-6767-6000</u>	Change in counsel
<u>596-7250-4500-0000</u>	Motions to disqualify	<u>596-7612-6767-6700</u>	Incapacity of counsel
<u>596-7250-4533-0000</u>	Adequacy of facts alleged	<u>596-7612-6767-7500</u>	Engagement of respondent's officials
<u>596-7250-4550-0000</u>	Procedural adequacy	<u>596-7612-6767-8700</u>	Grounds created by party's own action
<u>596-7250-4567-0000</u>	Timeliness	596-7618 PRODUCTION OF WITNESSES	
<u>596-7250-5000-0000</u>	Disqualification for bias and prejudice	596-7618-5000-0000	Obligation on General Counsel to produce witnesses to resolve ambiguity in offer of reinstatement
<u>596-7250-5020-0000</u>	Bias must appear on face of record	596-7625 SEPARATION OF WITNESSES	
<u>596-7250-5040-0000</u>	Intemperate language	<u>596-7625-3300-0000</u>	Discretionary with ALJ
<u>596-7250-5050-0000</u>	Improper conduct of hearing, credibility resolution or inferences	<u>596-7625-6700-0000</u>	Alleged discriminates not subject to separation
<u>596-7250-5060-0000</u>	Resolution of all issues against respondent not evidence of bias	<u>596-7625-7500-0000</u>	Limited sequestration
<u>596-7250-5080-0000</u>	Crediting all witnesses for one party and/or discrediting all witnesses for another	<u>596-7625-8700-0000</u>	Failure to abide by sequestration order
<u>596-7250-6000-0000</u>	Ruling on prehearing motions	596-7637 EXAMINATION OF WITNESSES	
596-7250-7000-0000	Conduct of prehearing conferences	<u>596-7637-0100-0000</u>	Generally
596-7250-7033-0000	Simplification of issues	596-7637-3300-0000	Leading questions
<u>596-7250-7067-0000</u>	Stipulation of facts	596-7637-3350-0000	Within discretion of ALJ
596-7250-7084-0000	Settlement conference	596-7637-4100-0000	Writing used to refresh memory
596-7250-8000-0000	Conduct of hearing (See also 596-7662)	596-7637-5000-0000	Impeachment
596-7250-8001-0000	Generally	596-7637-5800-0000	"Surprise" testimony adduced at hearing
<u>596-7250-8001-5000</u>	Function to see that facts are clearly and fully developed	596-7637-6700-0000	Cross-examination
596-7250-8050-0000	Full and expeditious hearing	596-7637-6725-0000	Exclusion of questions on relevant matters within scope of direct examination improper
<u>596-7250-8050-2500</u>	Rule 102.35	596-7637-6750-0000	Exclusion of argumentative questions proper
<u>596-7250-8500-0000</u>	ALJ authority to view RD determination	596-7637-7500-0000	Examination of witnesses pursuant to 43(b) of FRCP
596-7250-9000-0000	Preparation of ALJ decisions	596-7637-7550-0000	Adverse party
596-7600 HEARING		596-7637-7550-5000	Use of cross-examination
596-7601 GENERALLY		596-7650 PRODUCTION OF STATEMENTS OF WITNESSES	
596-7601-5000-0000	Procedural due process required	<u>596-7650-0100-0000</u>	Generally
596-7601-5001-0000	Generally	<u>596-7650-0150-0000</u>	Rule 102.118
<u>596-7601-5025-0000</u>	Hearing not required in absence of issues to hear	<u>596-7650-2000-0000</u>	What constitutes statement
596-7601-5050-0000	Requirement not obviated by fact decision justified on merits	<u>596-7650-2025-0000</u>	Contemporaneous recording
<u>596-7601-5075-0000</u>	Not denied because of delay in holding hearing	596-7650-2050-0000	Substantially verbatim
596-7612 CONTINUANCE OF HEARING		<u>596-7650-4000-0000</u>	Producible only after witness has testified
596-7612-3300-0000	Discretionary with ALJ	596-7650-4025-0000	Witness called by respondent
596-7612-6700-0000	Grounds for continuance	<u>596-7650-4050-0000</u>	Witness called by General Counsel
596-7612-6733-0000	Sufficient	<u>596-7650-4075-0000</u>	Available to charging party
596-7612-6733-2500	Surprise	<u>596-7650-6000-0000</u>	Usable only for purposes of cross-examination
596-7612-6733-5000	To meet amended complaint	<u>596-7650-8000-0000</u>	In camera inspection procedures
<u>596-7612-6767-0000</u>	Insufficient	<u>596-7650-8033-0000</u>	ALJ discretion in releasing statement
<u>596-7612-6767-2500</u>	Absence of witnesses	596-7650-8067-0000	Objection to excision
596-7612-6767-2700	Alleged vagueness of complaint	596-7662 CONDUCT OF HEARING BY ALJ	
596-7612-6767-3700	Preparation for trial of newly raised issue	<u>596-7662-1400-0000</u>	Rulings on motion
<u>596-7612-6767-4000</u>	Limited time between issuance of complaint and hearing	<u>596-7662-2800-0000</u>	Rulings on objections

<u>596-7662-4200-0000</u>	Exclusion or admission of evidence	<u>596-7682-3377-0000</u>	Refusal to allow taking of depositions
<u>596-7662-4900-0000</u>	Effect of stipulation	<u>596-7682-3384-0000</u>	Revocation of subpoena
<u>596-7662-5600-0000</u>	Correction of record	<u>596-7682-3386-0000</u>	Atmosphere at trial
<u>596-7662-7000-0000</u>	Examination of witnesses	<u>596-7682-3391-0000</u>	Absence of specific allegations or notice where adequate notice exists
<u>596-7662-7700-0000</u>	Ex parte contacts	<u>596-7682-3394-0000</u>	Introduction of collateral unfair labor practice charge
<u>596-7662-8400-0000</u>	Control of conduct of counsel	<u>596-7682-3396-0000</u>	Board agent's conduct or relationship to parties or witness
<u>596-7662-9200-0000</u>	Misconduct, error, or lapse in presiding by Administrative Law Judge	<u>596-7682-3398-0000</u>	Dual role of GC representative in consolidated complaint and representation proceedings
<u>596-7675</u>	INTERLOCUTORY APPEAL FROM ALJ RULING TO BOARD	<u>596-7682-6700-0000</u>	Due process denied by Generally
<u>596-7675-3300-0000</u>	Denial of leave to appeal tantamount to denial of appeal	<u>596-7682-6701-0000</u>	Generally
<u>596-7675-6700-0000</u>	Grant of leave to appeal	<u>596-7682-6725-0000</u>	Failure to advise respondent of specific charge in complaint
<u>596-7682</u>	PROCEDURAL DUE PROCESS AT HEARING	<u>596-7682-6750-0000</u>	Raising issue previously conceded by General Counsel to respondent
<u>596-7682-0100-0000</u>	Generally	<u>596-7690</u>	MISCONDUCT OF PARTIES; BOARD INVOLVEMENT THEREIN
<u>596-7682-3300-0000</u>	Due process not denied by	<u>596-7691</u>	PARTICIPATION BY PARTIES
<u>596-7682-3301-0000</u>	Generally	<u>596-7691-2500-0000</u>	Self representation
<u>596-7682-3305-0000</u>	Refusal to allow substitution for employer's designated representative	<u>596-7691-5000-0000</u>	Introduction of documentary evidence; production of other aids (video tapes, interpreter, etc.)
<u>596-7682-3307-0000</u>	Review of entire record in R proceeding	<u>596-7693</u>	CONTROL OF BRIEFING SCHEDULE BY ALJ
<u>596-7682-3308-0000</u>	Being joined as party in proceedings	<u>596-7695</u>	REOPEN HEARING
<u>596-7682-3310-0000</u>	Remand to obtain additional evidence	<u>596-8000</u>	ALJ DECISION AND PROPOSED FINDINGS
<u>596-7682-3313-0000</u>	Consideration of objection to election in ULP proceeding	<u>596-8001</u>	GENERALLY
<u>596-7682-3314-0000</u>	Admission of incompetent evidence	<u>596-8001-2500-0000</u>	Recommended decision under APA section 8(a), 5 USC Sec. 557(b)
<u>596-7682-3318-0000</u>	Failure of General Counsel to obtain or furnish documents; furnish interpreter	<u>596-8001-4000-0000</u>	Decision must be based on record only
<u>596-7682-3320-0000</u>	Failure to comply with subpoena	<u>596-8001-4100-0000</u>	Board may independently evaluate Administrative Law Judge's credibility resolution or may draw contrary inference
<u>596-7682-3321-0000</u>	Refusal to produce advice or appeals memoranda	<u>596-8001-4400-0000</u>	ALJ's failure to detail conflicts in evidence not indication that such evidence not considered
<u>596-7682-3325-0000</u>	Refusal to produce compliance manual or compliance file material	<u>596-8001-4700-0000</u>	ALJ's resolution of important factual conflicts against party not bias
<u>596-7682-3328-0000</u>	Admission of summaries of commerce data where cross-examination available	<u>596-8001-4800-0000</u>	ALJ's substitution of his judgment for that of party
<u>596-7682-3330-0000</u>	Denial of motion for bill of particulars	<u>596-8001-5000-0000</u>	ALJ bound by Board precedent and dispositions
<u>596-7682-3335-0000</u>	Refusal to sequester witness	<u>596-8001-7500-0000</u>	ALJ bound by Board remand
<u>596-7682-3337-0000</u>	Violation of sequestration rule	<u>596-8001-8800-0000</u>	Final decision upon waiver of appeal by parties
<u>596-7682-3339-0000</u>	Raising frivolous defense	<u>596-8025</u>	FORM AND CONTENT
<u>596-7682-3342-0000</u>	Admission of stipulation of adverse parties	<u>596-8025-0100-0000</u>	Generally
<u>596-7682-3349-0000</u>	Absence of party's counsel at hearing	<u>596-8025-3300-0000</u>	Specificity of findings and conclusions
<u>596-7682-3356-0000</u>	Denial of motion to file reply brief	<u>596-8025-3350-0000</u>	Whether union applicants would have been hired and the number
<u>596-7682-3359-0000</u>	Denial of extension of time for filing exceptions and brief	<u>596-8025-6700-0000</u>	Recommendation of order, sanction and relief
<u>596-7682-3363-0000</u>	Board rules and procedures	<u>596-8050</u>	PREPARATION BY ALJ WHO DID NOT PRESIDE AT TRIAL
<u>596-7682-3363-0000</u>	Bench decision		
<u>596-7682-3370-0000</u>	Limitation of examination, or Administrative Law Judge's questioning, of witnesses		
<u>596-7682-3375-0000</u>	Conduct of Counsel		

596-8075 VARIANCE BETWEEN FINDINGS AND COMPLAINT

596-8075-0100-0000 Generally
596-8075-5000-0000 Findings on issues fully litigated
596-8075-7500-0000 Findings on issues not fully litigated
596-8075-8700-0000 Findings on theory of case not advanced by General Counsel

596-8400 EXCEPTIONS AND BRIEFS

596-8433 EXCEPTIONS

596-8433-0100-0000 Generally
596-8433-1700-0000 Purpose of
596-8433-2500-0000 Who may file
596-8433-3300-0000 Time for filing
596-8433-5000-0000 Effect of failure to file or late filing
596-8433-5033-0000 Adoption as Board order under section 10(c)
596-8433-5050-0000 Does not preserve defenses for court review
596-8433-5067-0000 Sufficiency of evidence not reviewable
596-8433-5800-0000 Service
596-8433-6700-0000 Form and specificity required
596-8433-6750-0000 To be read in conjunction with briefs
596-8433-8300-0000 Exception to any part of ALJD opens entire report to review by Board
596-8433-9100-0000 Exceptions by one of several respondents applies to all
596-8433-9900-0000 Cross exceptions

596-8467 BRIEFS

596-8467-0100-0000 Generally
596-8467-2000-0000 Time for filing
596-8467-3000-0000 Late filing
596-8467-4000-0000 Form and content
596-8467-5000-0000 Issue raised for first time
596-8467-6000-0000 Reply
596-8467-8000-0000 Amicus curiae

596-8500 RECORD IN UNFAIR LABOR PRACTICE PROCEEDING

596-8525 AMENDED PLEADINGS

596-8550 AUGMENTATION

596-8600 ORAL ARGUMENT

596-8800 BOARD DECISION

596-8801 GENERALLY

596-8801-5000-0000 Requirements of APA Sec. 8(b) 5 USC 557(c)

596-8801-7500-0000 Retroactive application

596-8820 DECISIONAL PROCESS

596-8820-0100-0000 Generally
596-8820-2500-0000 Delegation to three member panel discretionary

596-8820-3100-0000 Decision by equally divided Board

596-8820-4000-0000 Disqualification of Board member

596-8820-5000-0000 Board process of decision may not be inquired into

596-8820-7500-0000 Use of subordinates in reaching decision

596-8820-8700-0000 Delegation of decision making improper

596-8840 FORM AND CONTENT

596-8840-2500-0000 Reasons for decision must be made clear

596-8840-2510-0000 Not necessary as to ancillary issues

596-8840-3700-0000 Decision only on issues raised by facts, pleadings and exceptions in case

596-8840-5000-0000 General adoption of ALJ findings adequate to support order

596-8840-6200-0000 General adoption of Regional Director's findings adequate to support order

596-8840-7500-0000 Formal style for findings not required

596-8860 FINDINGS

596-8860-0100-0000 Generally

596-8860-1200-0000 Board may make de novo findings on basis of record

596-8860-2500-0000 Adequate if ultimate facts on which order is based appear in record

596-8860-2550-0000 Board can draw permissible inferences from credible testimony

596-8860-3300-0000 Board not bound by ALJ reasoning or use of data

596-8860-3500-0000 Board not bound by its previous reasoning or decisions

596-8860-4100-0000 Board not bound by ALJ recommendation or Advice memorandum

596-8860-4200-0000 Change in party's position

596-8860-4500-0000 Will not overrule ALJ's credibility resolutions unless contrary to clear preponderance of all relevant evidence

596-8860-4700-0000 Board may independently evaluate ALJ's credibility resolutions

596-8860-5000-0000 Specificity required

596-8860-6300-0000 Decision limited to facts of case

596-8860-6350-0000 Issue raised for first time before Board

596-8860-7500-0000 Express finding not necessary on all points

596-8860-8300-0000 Disavowal of ALJ's statements

596-8860-8700-0000 Findings of cumulative violations not necessary where order on those found would provide adequate remedy for others alleged

596-8860-9100-0000 Variance between findings and complaint

596-8860-9101-0000 Generally

596-8860-9150-0000 Findings on issues fully litigated

596-8860-9175-0000 Findings on issues not fully litigated

596-8880 ORDERS (See also 600 REMEDIAL ORDERS)

596-8880-5000-0000 Consistency between order and decision required

596-8880-7500-0000 Implementing order with court decree

596-8880-8700-0000 Effect of change of policy

596-8880-8733-0000 Decision effective only to future cases

<u>596-8880-8767-0000</u>	Decision effective only to instant and all pending cases	596-9130-8050-0000	To different Administrative Law Judge
<u>596-8890</u> DECLARATORY ORDERS		<u>596-9136</u> ANSWER	
596-8890-2500-0000	Board Authority	<u>596-9136-0100-0000</u>	Generally
596-8890-5000-0000	Justiciable issue	596-9136-2000-0000	Timeliness
596-8890-7500-0000	Effect	<u>596-9136-2525-0000</u>	Extension of time for filing
<u>596-9000</u> COSTS AND FEES		<u>596-9136-2550-0000</u>	Motion to dismiss
<u>596-9100</u> AWARDS OF ATTORNEY FEES AND OTHER EXPENSES UNDER EQUAL ACCESS TO JUSTICE ACT		596-9136-2575-0000	Statement of intent to negotiate settlement
<u>596-9101</u> GENERALLY		596-9136-5000-0000	Failure to file
<u>596-9106</u> LEGISLATIVE HISTORY		596-9136-7500-0000	Specificity of facts
<u>596-9112</u> COVERED PROCEEDINGS		<u>596-9142</u> RESPONSE TO ANSWER OR MOTION TO DISMISS	
596-9112-2000-0000	Date pending before Board	<u>596-9148</u> COMMENTS BY NONPARTIES TO PROCEEDING	
596-9112-4000-0000	Unfair labor practice proceeding in which complaint issues	<u>596-9154</u> DEFENSES	
596-9112-4050-0000	Underlying representation proceeding	<u>596-9154-0100-0000</u>	Generally
<u>596-9112-6000-0000</u>	Withdrawal of Complaint	596-9154-2100-0000	Waiver of entitlement to fees and expenses
596-9112-8000-0000	Backpay proceeding in which notice of hearing issues	<u>596-9154-3300-0000</u>	General Counsel's position substantially justified
<u>596-9118</u> ELIGIBILITY FOR AN AWARD		<u>596-9154-3301-0000</u>	Generally
596-9118-0100-0000	Generally	<u>596-9154-3350-0000</u>	Cooperation by respondent in investigation
596-9118-1200-0000	Respondent in adjudicatory proceeding	<u>596-9154-5000-0000</u>	Ineligible
<u>596-9118-2500-0000</u>	Prevailing party	596-9154-6700-0000	Other circumstances making award unjust
<u>596-9118-2550-0000</u>	Significant discrete substantive portion of covered proceeding	<u>596-9160</u> COMPENSATED FEES AND EXPENSES	
<u>596-9118-7500-0000</u>	Financial eligibility	596-9160-0100-0000	Generally
<u>596-9118-7501-0000</u>	Generally	596-9160-1500-0000	Fees and expenses incurred prior to effective date of EAJA
<u>596-9118-7516-0000</u>	Computed as of date covered proceeding initiated	596-9160-2500-0000	May be reduced or denied if applicant has unduly protracted adversary proceeding
596-9118-7532-0000	Individual with a net worth of not more than \$2 million	<u>596-9160-3500-0000</u>	Fees and expenses incurred in pursuing EAJA award
<u>596-9118-7548-0000</u>	Sole owner of unincorporated business whose personal and business interest does not exceed \$7 million, and no more than 500 employees	<u>596-9160-4500-0000</u>	Pre-complaint or pre-backpay specification fees and expenses
596-9118-7564-0000	Tax exempt organization as described in Section 501(c)(3) of the Internal Revenue Code with no more than 500 employees	<u>596-9160-5000-0000</u>	Compensated fees
596-9118-7580-0000	Cooperative association as defined in section 15(a) of the Agricultural Marketing Act with no more than 500 employees	596-9160-5020-0000	Prevailing market rates in community for services rendered
<u>596-9118-7596-0000</u>	Any other partnership, corporation and/or its affiliates, association, or public or private organization with aggregate net worth not exceeding \$7 million and no more than 500 employees	596-9160-5040-0000	Rates charged to applicant
<u>596-9130</u> APPLICATION FOR AWARD		<u>596-9160-5040-3300</u>	At or above statutory maximum
596-9130-0100-0000	Generally	596-9160-5040-6700	Below statutory maximum
<u>596-9130-2000-0000</u>	Timeliness	596-9160-5060-0000	Fully allocated cost of services if employee of applicant
<u>596-9130-2001-0000</u>	Generally	596-9160-5080-0000	Motion to Board for increase of maximum rate
<u>596-9130-2050-0000</u>	Extension of time for filing	<u>596-9160-6000-0000</u>	Noncompensated fees
596-9130-4000-0000	Place for filing	<u>596-9160-7500-0000</u>	Compensated expenses
<u>596-9130-6000-0000</u>	Net worth exhibit, statement of charges and other supporting documents	<u>596-9160-8700-0000</u>	Noncompensated expenses
596-9130-8000-0000	Referral to Administrative Law Judge	<u>596-9166</u> SERVICE OF DOCUMENTS	
596-9130-8025-0000	Who heard covered proceeding	<u>596-9172</u> FORM OF PROCEEDINGS BEFORE ADMINISTRATIVE LAW JUDGE	
		596-9172-0100-0000	Generally
		<u>596-9172-1400-0000</u>	Rulings on motions and objections
		596-9172-2800-0000	Sealing of net worth exhibit
		596-9172-4200-0000	Preference for resolution of issues on pleadings
		596-9172-5600-0000	Further proceedings as necessary

<u>596-9172-5650-0000</u>	Evidentiary hearing only to resolve issues of fact	<u>596-9267-3700-0000</u>	Explication of basis for findings and conclusions concerning merits
596-9172-7000-0000	Ordering of further proceedings	<u>596-9267-5000-0000</u>	Misconduct of Administrative Law Judge in conduct of hearing
596-9172-7020-0000	Oral argument	<u>596-9267-6700-0000</u>	For additional findings
596-9172-7040-0000	Briefs	<u>596-9267-7100-0000</u>	For credibility determinations
596-9172-7060-0000	Informal conferences	<u>596-9267-7300-0000</u>	For appropriate action by Regional Director
596-9172-7080-0000	Written submissions	<u>596-9267-7500-0000</u>	Pursuant to direction of court
<u>596-9175</u> DECISION OF ADMINISTRATIVE LAW JUDGE		596-9267-7550-0000	To conduct preelection hearing
<u>596-9178</u> BOARD DECISION		<u>596-9267-7575-0000</u>	To conduct hearing on objections to election
596-9178-0100-0000	Generally	<u>596-9287</u> CIRCUMSTANCES NOT WARRANTING REMAND	
<u>596-9178-3300-0000</u>	Decision only on issues raised by facts, pleadings and exceptions in case	<u>596-9600</u> FURTHER CONSIDERATION, RECONSIDERATION OR MODIFICATION OF ORDER	
<u>596-9178-6700-0000</u>	Remand to Administrative Law Judge	<u>596-9601</u> GENERALLY	
<u>596-9184</u> COURT REVIEW OF BOARD PROCEEDINGS ON APPLICATIONS		<u>596-9625</u> BOARD AUTHORITY TO RECONSIDER OR MODIFY ORDER	
<u>596-9190</u> PAYMENT OF AWARD		<u>596-9625-3300-0000</u>	Where record not yet filed in Court of Appeals
<u>596-9200</u> REOPENING OF RECORD AND REMAND		<u>596-9625-6700-0000</u>	Where jurisdiction to modify specifically reserved
<u>596-9233</u> CIRCUMSTANCES WARRANTING REOPENING OF RECORD		<u>596-9637</u> ISSUE NOT RESOLVED AT ARBITRATION	
<u>596-9233-0100-0000</u>	Generally	<u>596-9650</u> CIRCUMSTANCES WARRANTING RECONSIDERATION	
<u>596-9233-1600-0000</u>	Consideration of offer of proof	596-9650-2500-0000	Conflicts exist in Board law applicable to determination
<u>596-9233-3300-0000</u>	Previously unavailable evidence	596-9650-3700-0000	Denied where request sought
<u>596-9233-5000-0000</u>	Evidence previously presented but not considered		Board reconsideration of panel decision
596-9233-5900-0000	Denial of adjournment at hearing precluded obtaining witnesses	<u>596-9650-3800-0000</u>	Denied where evidence previously available
<u>596-9233-6700-0000</u>	Newly discovered evidence	<u>596-9650-5000-0000</u>	Denied where all matters raised in motion had been previously considered
<u>596-9233-6750-0000</u>	Must be such as to probably change outcome	<u>596-9650-7500-0000</u>	In light of subsequent Board decision
596-9233-8300-0000	Inadvertent error	<u>596-9675</u> CIRCUMSTANCES WARRANTING MODIFICATION OR VACATING OF ORDER	
<u>596-9250</u> CIRCUMSTANCES NOT WARRANTING REOPENING OF RECORD		<u>596-9800</u> COURT REMAND	
<u>596-9258</u> REMAND FOR DE NOVO HEARING		<u>596-9900</u> OTHER PROCEDURAL MATTERS	
<u>596-9267</u> CIRCUMSTANCES WARRANTING REMAND			
<u>596-9267-0900-0000</u>	Perjured testimony		
596-9267-1700-0000	Normally deferral issues		
<u>596-9267-3300-0000</u>	To receive additional evidence		
<u>596-9267-3500-0000</u>	Complaint allegations not susceptible to conclusive findings		

600 REMEDIAL ORDER PROVISIONS

601	GENERALLY
601-2500	NATURE AND PURPOSE
601-2514	EFFECTUATION OF POLICIES OF ACT (10(c))
601-2528	PROTECTION OF PUBLIC, NOT PRIVATE, RIGHTS
601-2542	PREVENTING RECURRENCE OF UNLAWFUL ACTIVITY
601-2542-5000-0000	By referral to Department of Justice for criminal prosecution
601-2556	REMOVAL, DISSIPATION, OR AVOIDANCE OF CONSEQUENCES OF ULPS
601-2570	RESTORATION OF STATUS QUO ANTE
601-2584	REMEDIAL, NOT PUNITIVE
601-3700	AUTHORITY OF BOARD
601-3701	GENERALLY
601-3725	LIMITATION OF SECTION 8(d)
601-3750	WHERE NO VIOLATION OF ACT
601-3750-5000-0000	Retention of jurisdiction
601-3775	FRIVOLOUS LITIGATION
601-3783	CIRCUIT'S PRECEDENT BINDING ON BOARD
601-3790	NOT CONFINED BY RECORD IN CASE
601-5000	SCOPE OF ORDERS
601-5001	GENERALLY
601-5025	BREADTH IN RELATION TO SPECIFIC VIOLATION
<u>601-5025-0100-0000</u>	Generally
<u>601-5025-3300-0000</u>	Broad orders
<u>601-5025-3301-0000</u>	Generally
<u>601-5025-3309-0000</u>	Repetition of ULPs likely due to proclivity to violate Act
<u>601-5025-3314-0000</u>	Practices tending to undermine union's majority status
<u>601-5025-3318-0000</u>	Prior ULP proceedings against same respondent
<u>601-5025-3327-0000</u>	Violation goes to heart of Act
<u>601-5025-3332-0000</u>	Violation of fundamental employee rights
<u>601-5025-3336-0000</u>	ULPs potentially related to other ULPs
<u>601-5025-3345-0000</u>	ULPs indicate general opposition to purposes and policies of Act
<u>601-5025-3354-0000</u>	Unlawful conduct continued after settlement agreement
<u>601-5025-3363-0000</u>	Union has uniform policy or pattern of conduct
<u>601-5025-3372-0000</u>	Planned program of using unlawful tactics
<u>601-5025-3379-0000</u>	Discriminatory conduct of a serious nature
601-5025-3381-0000	Discriminatee worked for several employers
601-5025-3390-0000	Respondent adjudicated in contempt of prior decree
601-5025-6700-0000	Narrow orders

<u>601-5025-6701-0000</u>	Generally
<u>601-5025-6710-0000</u>	Union pressure forced employer to discriminate
<u>601-5025-6720-0000</u>	Amicable relations between employer and unions
<u>601-5025-6730-0000</u>	ULPs based on erroneous view of law
<u>601-5025-6740-0000</u>	Discharge was spontaneous
<u>601-5025-6750-0000</u>	No evidence of union animus
<u>601-5025-6760-0000</u>	Isolated ULPs
<u>601-5025-6760-5000</u>	Discrimination limited to one location
<u>601-5025-6770-0000</u>	No history of previous ULPs
<u>601-5025-6775-0000</u>	No proclivity to violate Act shown
<u>601-5025-6780-0000</u>	No planned program of using unlawful tactics
<u>601-5025-6790-0000</u>	Prior consent decrees contained nonadmission clauses
601-5050	PERSONS BOUND BY ORDER
<u>601-5050-0100-0000</u>	Generally
<u>601-5050-0500-0000</u>	Persons not named in charge
<u>601-5050-1000-0000</u>	Persons not named in complaint
<u>601-5050-1200-0000</u>	Foreign nationals
<u>601-5050-1500-0000</u>	Successor employers
<u>601-5050-1900-0000</u>	Successor unions
<u>601-5050-2400-0000</u>	General contractors
<u>601-5050-2900-0000</u>	Subcontractors
<u>601-5050-3400-0000</u>	Multi-employer association
<u>601-5050-3800-0000</u>	Members of multi-employer association
<u>601-5050-4300-0000</u>	Assignee of respondent
<u>601-5050-4800-0000</u>	Subsidiary of respondent
<u>601-5050-5300-0000</u>	Parent corporation
<u>601-5050-5700-0000</u>	Partnership or proprietorship
<u>601-5050-6200-0000</u>	Receiver or trustee in bankruptcy; debtor and/or related entities or enterprises
<u>601-5050-6700-0000</u>	International union
<u>601-5050-7200-0000</u>	Local union
<u>601-5050-7400-0000</u>	Single integrated enterprise
<u>601-5050-7600-0000</u>	Joint employers
<u>601-5050-7800-0000</u>	Alter ego
<u>601-5050-8100-0000</u>	Employers jointly engaging in ULPs
<u>601-5050-8300-0000</u>	Unions jointly engaged in ULP
<u>601-5050-8600-0000</u>	De facto owners of business
<u>601-5050-9100-0000</u>	Agents of employer
<u>601-5050-9112-0000</u>	Finance company employee
<u>601-5050-9125-0000</u>	Police official
<u>601-5050-9137-0000</u>	President of corporation
<u>601-5050-9137-3300</u>	As individual
<u>601-5050-9137-6700</u>	Liability limited to misconduct in which president actively participated
<u>601-5050-9150-0000</u>	Manager of company
<u>601-5050-9162-0000</u>	Principal stockholders of corporation; and if deceased, their administrators or personal representatives
601-5050-9175-0000	Mayor
601-5050-9187-0000	Employers' council
601-5050-9600-0000	Agents of union

601-5050-9614-0000	President	601-7555	PENDENCY OF STATE COURT PROCEEDINGS
601-5050-9628-0000	Secretary-treasurer	601-7557	RACIAL DISCRIMINATION BY UNION
601-5050-9642-0000	Business agents	601-7560	GENERAL COUNSEL'S FAILURE TO REQUEST REMEDY
<u>601-5050-9656-0000</u>	Trustee of funds	601-7563	GENERAL COUNSEL'S FAILURE TO ALLEGE VIOLATION OR TAKE EXCEPTION
601-5050-9700-0000	Association of supervisors	601-7566	NOVELTY OF LEGAL QUESTIONS
601-5050-9800-0000	Railroad unions	601-7570	DISCRIMINATEES NOT READILY IDENTIFIABLE
601-5062	INDIVIDUAL LIABILITY OF OFFICERS, AGENTS, AND REPRESENTATIVES	601-7572	RESPONDENT'S LACK OF SOPHISTICATION
601-5075	TERRITORIAL SCOPE OF ORDERS	601-7575	RESPONDENT'S SUBSEQUENT COMPLIANCE WITH ACT
<u>601-5075-0100-0000</u>	Generally	601-7578	RESPONDENT'S UNFAMILIARITY WITH ENGLISH
<u>601-5075-1100-0000</u>	Limited to plant or plants where ULPs occurred	601-7584	RESPONDENT'S LIMITED FINANCIAL RESOURCES
601-5075-1500-0000	Limited to location of bargaining unit	601-7585	NO LOSS SUFFERED
<u>601-5075-2200-0000</u>	All of employer's plants	601-7587	RESPONDENT'S OPERATIONS ADVERSELY AFFECTED
<u>601-5075-3300-0000</u>	All of employer's construction	601-7590	MOOTNESS
<u>601-5075-4400-0000</u>	All plants in immediate area of plant where unfair labor practices occurred	<u>601-7590-0100-0000</u>	Generally
601-5075-5500-0000	All of employer's plants in State	<u>601-7590-0900-0000</u>	Compliance with ALJ's decision or settlement agreement
601-5075-6600-0000	All of employer's plants in two or more States	<u>601-7590-1000-0000</u>	Compliance with Board decision
601-5075-7700-0000	Plants of all members of multi-employer association	<u>601-7590-1400-0000</u>	Revision or rescission of invalid rule
601-5075-8800-0000	Union's jurisdictional area	<u>601-7590-1800-0000</u>	Change in ownership or management of business
601-5075-9300-0000	Geographic Area	<u>601-7590-2700-0000</u>	Discontinuance of business
601-5087	TIME LIMITATION OF ORDER	<u>601-7590-3100-0000</u>	Discontinuance of illegal conduct
<u>601-5087-0100-0000</u>	Generally	601-7590-3600-0000	Expiration of contract
601-5087-1700-0000	Order valid until vacated, set aside, or modified by Board or court	<u>601-7590-4500-0000</u>	Dissolution of union
601-5087-3300-0000	Not limited to period when election is pending	<u>601-7590-5400-0000</u>	Decertification or dissolution of Charging Union
601-5087-6700-0000	Depends on respondent's future conduct	<u>601-7590-5900-0000</u>	Execution of contract after bargaining
601-6700	CONDITIONAL ORDERS	601-7590-6300-0000	Acceptance of contract containing disputed clause
601-6750	CONTINGENT UPON ENFORCEMENT OF ORDER IN ANOTHER CASE	<u>601-7590-7200-0000</u>	Compliance with court decree
601-7500	AFFIRMATIVE DEFENSES	<u>601-7590-8100-0000</u>	Repudiation of conduct
601-7506	CONSTITUTIONAL CONTENTIONS	<u>601-7590-9000-0000</u>	Employees affected by unfair labor practices or those having grievances for processing no longer employed
601-7512	CLEAN HANDS DOCTRINE	<u>601-7590-9200-0000</u>	Grievance conduct discontinued or grievance withdrawn
601-7515	LACHES	601-7590-9500-0000	Payment of bonus having been accomplished
601-7516	DELAY IN BOARD PROCEEDINGS	601-7596	CHANGED CIRCUMSTANCES
601-7518	TRIVIALITY OF VIOLATION	601-7596-0400-0000	Amendment of NLRA
601-7524	CURRENT OR ANTICIPATED LITIGATION	<u>601-7596-0800-0000</u>	Change in Board policy
<u>601-7524-1000-0000</u>	Outstanding Board order	<u>601-7596-1200-0000</u>	Intervening court decision
601-7524-5000-0000	Possibility of contempt proceedings	<u>601-7596-1400-0000</u>	Intervening arbitration decision
601-7530	SETTLEMENT OR WITHDRAWAL OF CHARGES	<u>601-7596-1600-0000</u>	Change in Board membership
601-7536	POSSIBILITY OF BENEFIT TO COMPLAINING UNION	601-7596-2000-0000	Change in name or affiliation of complaining union
601-7538	NO NEED FOR REMEDY AS INFORMATION WAS DISCLOSED AT HEARING	<u>601-7596-2400-0000</u>	Bankruptcy
601-7539	NO NEED FOR REMEDY IN VIEW OF EXISTING BARGAINING SITUATION	601-7596-2800-0000	Insolvency
601-7540	ACTIONS NOT BASED ON UNION ANIMUS		
601-7542	ECONOMIC OR OTHER HARDSHIP		
601-7548	DURESS OR FRAUD		
601-7554	FEDERAL, STATE OR LOCAL LAWS		

601-7596-3200-0000	Dissolution of corporation	601-7596-6200-0000	Unit no longer appropriate
601-7596-3600-0000	Dissolution of partnership or joint venture	<u>601-7596-6400-0000</u>	Change of bargaining representative
601-7596-3800-0000	Death of discriminatee	<u>601-7596-6800-0000</u>	Election petitions pending
601-7596-4000-0000	Death of leading partner	601-7596-7200-0000	Valid election held
<u>601-7596-4200-0000</u>	Disclaimer of interest by union	<u>601-7596-7600-0000</u>	Certification or decertification of union
<u>601-7596-4400-0000</u>	Discontinuance of business, department or operation	601-7596-8000-0000	Certification of assisted union (SEE 601-7596-7600)
601-7596-4800-0000	Discontinuance of interstate operations	601-7596-8400-0000	Completion of construction project
<u>601-7596-5200-0000</u>	Sale of business	<u>601-7596-8800-0000</u>	Change in operations
<u>601-7596-5600-0000</u>	Lapse of time	601-7596-9200-0000	Change in union leadership
<u>601-7596-5900-0000</u>	Agreement between parties	<u>601-7596-9600-0000</u>	Supervisor who engaged in unfair labor practices no longer employed
<u>601-7596-6000-0000</u>	Loss of union's majority		

625	ORDERS AGAINST EMPLOYERS
625-1100	CEASE-AND-DESIST ORDERS
625-1133	OMNIBUS CLAUSES
<u>625-1133-2500-0000</u>	Broad orders (in any other manner)
<u>625-1133-5000-0000</u>	Narrow orders (in any like or related manner)
<u>625-1133-7500-0000</u>	Any other labor organization
625-1150	ORDERS ON ISOLATED OR TRIVIAL ULPS
625-1167	CEASE-AND-DESIST ORDERS RELATING TO SPECIFIC VIOLATIONS
<u>625-1167-0100-0000</u>	Generally
<u>625-1167-5000-0000</u>	Unilateral and various other actions
625-1167-6000-0000	Section 8(e)
625-1167-7500-0000	Threatening members with fines or litigation costs for filing charges with Board
625-1167-8000-0000	Superseniority and/or other benefits for union officials or stewards
625-1167-8700-0000	Threatening union members for engaging in strike activity
625-1600	REPETITIVE ORDERS
625-1900	ORDERS TO ALLEVIATE EFFECT OF FRIVOLOUS LITIGATION
625-1901	GENERALLY
<u>625-1901-5000-0000</u>	Board authority
625-1933	WHAT CONSTITUTES FRIVOLOUS LITIGATION
625-1967	TYPES OF ORDER PROVISIONS (SEE ALSO 625-5570)
625-1967-1400-0000	Expedited court enforcement
<u>625-1967-2800-0000</u>	Request for section 10(e) relief
625-1967-4200-0000	Request for application of FRCP Rule 38
625-1967-4600-0000	Notify bargaining representative of implementation of order
<u>625-1967-4900-0000</u>	Reimbursement to union for organizational and negotiation expenses
<u>625-1967-5000-0000</u>	Furnish Board with documents and records and allow visits to respondent's facility in order to police compliance
<u>625-1967-5200-0000</u>	Notify or obtain approval of Regional Director of implementation or order
<u>625-1967-5600-0000</u>	Reimbursement of litigation expenses (See also 625-5570); cost of preparation of notice
<u>625-1967-6100-0000</u>	Reimburse union for bargaining expenses
<u>625-1967-7000-0000</u>	Reimbursement to union of lost initiation fees, dues, etc. (See also 625-5596)
<u>625-1967-7700-0000</u>	Join with employee in petition to expunge court records
<u>625-1967-8400-0000</u>	Reimbursement to employees for lost benefits
625-1967-8700-0000	Prevention of cost of backpack awards being passed on to government under cost-plus contract

625-1967-9000-0000	Reinstitution of expired contract
625-1967-9900-0000	Other
625-2200	ORDERS RELATING TO AGREEMENTS
625-2201	GENERALLY
625-2233	INVALIDATION OF CONTRACTS
<u>625-2233-0900-0000</u>	Contracts with dominated or unlawfully assisted unions
<u>625-2233-0950-0000</u>	Invalidation does not require employer to vary substantive terms of employment
<u>625-2233-1800-0000</u>	Illegal union-security agreements
625-2233-2700-0000	Other discriminatory clauses
<u>625-2233-3600-0000</u>	Members-only contracts
<u>625-2233-4500-0000</u>	Limitations on right of union and employees to select representatives on bargaining and grievance committees
<u>625-2233-5400-0000</u>	Contracts entered into unilaterally
625-2233-6300-0000	Contracts whose ratification was secured by threats of reprisal
625-2233-7200-0000	Individual contracts
625-2233-8100-0000	Hot cargo agreements
625-2233-9000-0000	Employer ordered to specify valid union bylaws incorporated into contract or invalid bylaws excluded
625-2267	ORDERS CONCERNING CONTRACTUAL BENEFITS
<u>625-2267-3300-0000</u>	Restoration of benefits
<u>625-2267-3325-0000</u>	Benefits coverage
<u>625-2267-3350-0000</u>	Checkoff provision
<u>625-2267-5000-0000</u>	Arbitration
<u>625-2267-6700-0000</u>	Make employees whole for loss of benefits
625-2283	ORDERS CONCERNING BENEFITS UNLAWFULLY GRANTED
625-2291	ORDERS CONCERNING BENEFITS UNLAWFULLY WITHHELD
625-3300	REINSTATEMENT ORDERS
625-3301	GENERALLY
625-3317	ENTITLEMENT OF EMPLOYEES TO REINSTATEMENT
<u>625-3317-0100-0000</u>	Generally
<u>625-3317-0150-0000</u>	Fitness determination
<u>625-3317-0300-0000</u>	Limited to persons named in complaint and/or testify
<u>625-3317-0600-0000</u>	Employees with substantially equivalent employment elsewhere
<u>625-3317-0900-0000</u>	Discriminatees
<u>625-3317-1200-0000</u>	ULP strikers
625-3317-1500-0000	Sympathy strikers
<u>625-3317-1700-0000</u>	Economic strikers
<u>625-3317-1800-0000</u>	Discharged strikers
625-3317-1900-0000	Recognitional Strikers
625-3317-2100-0000	Employees engaged in picketing for recognitional purposes
<u>625-3317-2300-0000</u>	Supervisors
625-3317-2700-0000	Employee transferred to position not substantially equivalent
625-3317-2800-0000	Suspended employee
<u>625-3317-2900-0000</u>	Employees laid off by employer directly or as result of employer's unlawful action involving other employees

<u>625-3317-3000-0000</u>	Discharged employees	625-3333-2050-8500	Earnings less certain
<u>625-3317-3400-0000</u>	Locked-out employees	625-3333-2050-9300	Little opportunity to earn
<u>625-3317-4000-0000</u>	Employees in Armed Forces	bonus	
<u>625-3317-4600-0000</u>	Confidential employees	625-3333-2075-0000	Reinstatement not rendered
<u>625-3317-5100-0000</u>	Nonunion employees	inadequate by	
<u>625-3317-5300-0000</u>	Nonunit employees	625-3333-2075-5000	Minor delay in return to
<u>625-3317-5600-0000</u>	Members of reform group	original shift	
within union		<u>625-3333-4000-0000</u>	Reinstatement without
<u>625-3317-5900-0000</u>	Professional union organizers	prejudice to privileges and benefits	
<u>625-3317-6200-0000</u>	Relatives of management	<u>625-3333-4025-0000</u>	Seniority
<u>625-3317-6700-0000</u>	Employees under 18	625-3333-4050-0000	Wages
<u>625-3317-7300-0000</u>	Casual employees	625-3333-4075-0000	Hours
<u>625-3317-7900-0000</u>	Temporary employees	625-3333-4075-5000	Reinstatement on part-time
<u>625-3317-8100-0000</u>	Employees hired for	basis valid where all employees are working	
specified period or job		only part-time	
<u>625-3317-8200-0000</u>	Seasonal employees	<u>625-3333-6000-0000</u>	Discharge of replacements
<u>625-3317-8400-0000</u>	Part-time employees	<u>625-3333-8000-0000</u>	Validity of reinstatement
<u>625-3317-8600-0000</u>	Employees about whose	offer	
termination employer had refused to bargain		<u>625-3333-8001-0000</u>	Generally
625-3317-9000-0000	Part-time supervisors	<u>625-3333-8001-5000</u>	Must be offer of employment
<u>625-3317-9200-0000</u>	Employees of debtor in	625-3333-8001-7500	Obligation on General
bankruptcy		Counsel to produce witnesses to resolve	
625-3317-9300-0000	Employees discharged prior	ambiguity in offer of reinstatement	
to strike		625-3333-8033-0000	Mechanics of offer
<u>625-3317-9400-0000</u>	Illegal alien	<u>625-3333-8033-1200</u>	Receipt of offer
<u>625-3317-9500-0000</u>	Foreign nationals	<u>625-3333-8033-2500</u>	Offer by registered or
<u>625-3317-9600-0000</u>	Employees who quit	certified mail	
<u>625-3317-9700-0000</u>	Retired employees	<u>625-3333-8033-3700</u>	Offer by ordinary mail or
<u>625-3317-9800-0000</u>	Employees of predecessor	telephone	
employer		<u>625-3333-8033-4000</u>	Offer through union as agent
625-3317-9899-0000	Other	625-3333-8033-5000	Offer to union adequate as to
<u>625-3317-9900-0000</u>	Other	employees applying through union	
<u>625-3333 MANNER OF REINSTATEMENT</u>		625-3333-8033-5050	Offer through union
<u>625-3333-2000-0000</u>	Reinstatement to former or	inadequate absent continuing employee-union	
substantially equivalent position		relationship	
625-3333-2012-0000	Includes interim benefits and	<u>625-3333-8033-5600</u>	Offer to foreign language
promotions		speaking employees	
<u>625-3333-2025-0000</u>	Substantially equivalent	625-3333-8033-6200	Piecemeal offers or offers to
position acceptable only if former position no		less than all discriminatees	
longer exists		625-3333-8033-6250	To unfair labor practice
<u>625-3333-2037-0000</u>	Only within specified	strikers--tolls backpay as to those offered	
location or unit		reinstatement	
625-3333-2043-0000	Upon change in job process	<u>625-3333-8033-7500</u>	Time limit must be
<u>625-3333-2047-0000</u>	Insufficient work for all	reasonable	
discriminatees offered reinstatement		<u>625-3333-8033-8700</u>	Must give time and place to
625-3333-2050-0000	Position not substantially	report for duty	
equivalent where		625-3333-8033-9300	Offer from third party
625-3333-2050-0800	Temporary position	625-3333-8067-0000	Circumstances of offer
625-3333-2050-0900	Probationary or casual	625-3333-8067-1200	Must be in good faith
employee		<u>625-3333-8067-1900</u>	Position must be identified
<u>625-3333-2050-1600</u>	Harder work	625-3333-8067-2500	Must be made with intention
625-3333-2050-2000	Less desirable work	of fulfilling obligations under Act	
<u>625-3333-2050-2400</u>	More disagreeable work	<u>625-3333-8067-3100</u>	Offer of reinstatement
<u>625-3333-2050-3100</u>	Different shift or hours	pending final determination by Board	
<u>625-3333-2050-3200</u>	Different job classification	<u>625-3333-8067-3700</u>	Reinstatement at new
625-3333-2050-3900	Seasonal employment only	location	
<u>625-3333-2050-4700</u>	Different location	<u>625-3333-8067-4400</u>	What constitutes
<u>625-3333-2050-5100</u>	Lower earnings or benefits	unconditional offer	
625-3333-2050-5500	Different management	<u>625-3333-8067-5000</u>	Must not be conditioned on
625-3333-2050-6200	Handling different	625-3333-8067-5025	Withdrawal of charges
merchandise		625-3333-8067-5050	Refraining from testifying
625-3333-2050-7000	Dealing with different	625-3333-8067-5060	Admission of wrongdoing
clientele		625-3333-8067-5075	Withdrawal from union
<u>625-3333-2050-7800</u>	Job less important		

<u>625-3333-8067-5087</u>	Application as a new employee; other employment-related documents	<u>625-3350-1167-8100</u>	Threats of bodily harm and other threats
<u>625-3333-8067-5094</u>	Holding employer harmless as lawbreaker	<u>625-3350-1167-9000</u>	Interference with access to plant
<u>625-3333-8067-5095</u>	Physical examination	<u>625-3350-1175-0000</u>	Unlawful strike
<u>625-3333-8067-5097</u>	Acceptance of lump sum in settlement of unliquidated backpay liability	<u>625-3350-1400-0000</u>	Misconduct on interim job
<u>625-3333-8067-6200</u>	Employer must indicate that it no longer opposes union representation	<u>625-3350-1500-0000</u>	Violations of other laws
<u>625-3333-8067-7500</u>	Conditioned on physical ability valid	<u>625-3350-1700-0000</u>	Recidivism
<u>625-3333-8067-8700</u>	Need not include offer of backpay	<u>625-3350-1800-0000</u>	Commission of crime
<u>625-3341</u> APPLICATION FOR REINSTATEMENT		<u>625-3350-2100-0000</u>	Falsification of employment application
<u>625-3341-0100-0000</u>	Generally	<u>625-3350-2500-0000</u>	Conduct detrimental to employer's business
<u>625-3341-2500-0000</u>	Requirement that application be made	<u>625-3350-2800-0000</u>	Criticism of employer
<u>625-3341-5000-0000</u>	Adequacy	<u>625-3350-3100-0000</u>	Breach of contract
<u>625-3341-7500-0000</u>	What constitutes unconditional application	<u>625-3350-3300-0000</u>	Attempt to organize unauthorized strike
<u>625-3350</u> AFFIRMATIVE DEFENSES		<u>625-3350-3400-0000</u>	Participation in illegal strike
<u>625-3350-0400-0000</u>	Failure to apply for reinstatement or job opening	<u>625-3350-3500-0000</u>	Business disrupted by friction with other employees
<u>625-3350-0700-0000</u>	Refusal of reinstatement offer	<u>625-3350-3900-0000</u>	Employer's commitments to other employees
<u>625-3350-1100-0000</u>	Misconduct during strike	<u>625-3350-4200-0000</u>	Abuse of Board processes, including giving false testimony
<u>625-3350-1101-0000</u>	Generally	<u>625-3350-4500-0000</u>	Physical disability
<u>625-3350-1101-5000</u>	Evaluation as disqualification for reinstatement matter for Board	<u>625-3350-4900-0000</u>	Lack or loss of skill for original job or different job
<u>625-3350-1133-0000</u>	Reinstatement not barred	<u>625-3350-5000-0000</u>	Position is supervisory or managerial
<u>625-3350-1133-1200</u>	Defense vitiated by condonation	<u>625-3350-5300-0000</u>	Lack of vacancies
<u>625-3350-1133-1500</u>	Where non-strikers are aggressors	<u>625-3350-5600-0000</u>	Abolition of job
<u>625-3350-1133-2500</u>	Misconduct must be such as to render employee unsuitable for further employment	<u>625-3350-5900-0000</u>	Employee would have been discharged or laid off for nondiscriminatory reasons
<u>625-3350-1133-2550</u>	Balancing of misconduct in light of ULP	<u>625-3350-6100-0000</u>	Misconduct constituting cause for discharge
<u>625-3350-1133-3500</u>	Disparagement of employer's product or services	<u>625-3350-6300-0000</u>	Loss of seniority
<u>625-3350-1133-3700</u>	Mass picketing not interfering with access to plant	<u>625-3350-6700-0000</u>	Valid union-security clause
<u>625-3350-1133-5000</u>	Minor acts of violence	<u>625-3350-7000-0000</u>	Unavailability of employee for work
<u>625-3350-1133-6200</u>	Minor misconduct	<u>625-3350-7025-0000</u>	Cannot be located
<u>625-3350-1133-6700</u>	Insulting or profane language	<u>625-3350-7050-0000</u>	In prison
<u>625-3350-1133-7500</u>	Other strikers' misconduct	<u>625-3350-7075-0000</u>	Out of area
<u>625-3350-1133-8700</u>	Threats	<u>625-3350-7300-0000</u>	Employee voluntarily quit
<u>625-3350-1167-0000</u>	Reinstatement barred	<u>625-3350-7400-0000</u>	Employee does not wish to return to work for employer
<u>625-3350-1167-0400</u>	Balancing of misconduct in light of ULPs	<u>625-3350-7600-0000</u>	Employee was searching for other employment prior to discharge
<u>625-3350-1167-0900</u>	Commission of crime	<u>625-3350-7700-0000</u>	Employee satisfied with present job with employer
<u>625-3350-1167-1800</u>	Identification of participants required	<u>625-3350-8100-0000</u>	Employee has regular and substantially equivalent employment elsewhere
<u>625-3350-1167-2700</u>	Abuse of Act's provisions	<u>625-3350-8400-0000</u>	Employee cannot obtain security clearance or license
<u>625-3350-1167-3500</u>	Disparagement of employer's product or services	<u>625-3350-8600-0000</u>	Employee not insurable
<u>625-3350-1167-3600</u>	Damage to property or creating risk thereof	<u>625-3350-8700-0000</u>	Good faith of employer
<u>625-3350-1167-4500</u>	Insulting or profane language	<u>625-3350-9000-0000</u>	Employer's contractual obligations
<u>625-3350-1167-5400</u>	Intimidation	<u>625-3350-9100-0000</u>	Mitigating circumstances
<u>625-3350-1167-6300</u>	Picket line violence	<u>625-3350-9300-0000</u>	Section 10(b) limitation
<u>625-3350-1167-7200</u>	Other violence	<u>625-3350-9600-0000</u>	Employee's attempt to withdraw charges against employer
		<u>625-3350-9700-0000</u>	Waiver

625-3350-9800-0000	Employee's prior misconduct on job	625-3383-2736-0000	To substantially equivalent position where employee unsuitable for former position
<u>625-3367</u> ULPS INVOLVED		625-3383-2745-0000	Under different supervisor
<u>625-3367-1400-0000</u>	Section 8(a)(1) violations	625-3383-2754-0000	Under same supervisor
<u>625-3367-2800-0000</u>	Section 8(a)(2) violations	625-3383-2763-0000	Offer employment within union's geographical jurisdiction
<u>625-3367-4200-0000</u>	Section 8(a)(3) violations	625-3383-2772-0000	Without seniority
<u>625-3367-5600-0000</u>	Section 8(a)(4) violations	625-3383-2777-0000	Reinstatement of predecessor employer's employees
<u>625-3367-7000-0000</u>	Section 8(a)(5) violations	<u>625-3383-2781-0000</u>	To position to which employee would have been promoted or assigned absent discrimination
<u>625-3367-8400-0000</u>	Causing or prolonging ULP strike	625-3383-2785-0000	To steward's position
<u>625-3383</u> SPECIAL TYPES OF REINSTATEMENT ORDERS		625-3383-2790-0000	Give employee normal training and instruction for promotion, and if he qualifies, promote him retroactively
625-3383-0900-0000	Conditional orders	625-3383-2790-5000	Evaluation not to be made by supervisor who discriminated against employee
625-3383-0909-0000	Conditioned on physical fitness	625-3383-2800-0000	Seasonal job
625-3383-0918-0000	Reinstatement denied if ULP striker is convicted of strike misconduct	<u>625-3383-3600-0000</u>	Reinstatement on basis of seniority
<u>625-3383-0927-0000</u>	Conditioned on continued existence of bargaining unit	625-3383-4500-0000	Reinstate college student at end of academic year
<u>625-3383-0936-0000</u>	Conditioned on resumption of operations	<u>625-3383-5400-0000</u>	Consider applications on nondiscriminatory basis
<u>625-3383-0945-0000</u>	Conditioned on employee satisfying applicable governmental or employer requirements	<u>625-3383-6300-0000</u>	Preferential hiring
625-3383-0954-0000	Conditioned on construction project not yet being completed	<u>625-3383-7200-0000</u>	Hiring of individuals unlawfully denied employment
625-3383-0958-0000	Conditioned on restitution of payments for early retirement	625-3383-7700-0000	Maintain offer for extended period of time
<u>625-3383-0963-0000</u>	Employee reinstated if skills still needed on construction project	625-3383-8100-0000	General contractor ordered to notify subcontractor that it has no objection to hiring of union members
625-3383-0972-0000	Conditioned on discriminatees' abandonment of competitive business	625-3383-8500-0000	Make employees whole for loss suffered due to delay in reinstatement
<u>625-3383-0981-0000</u>	Reinstate ULP strikers upon application	625-3383-9000-0000	Employer causing employee's discharge by others ordered to notify them that it has no objection to employee's reinstatement
<u>625-3383-0990-0000</u>	Reinstate economic strikers or applicants denied employment upon application or as vacancies arise thereafter	<u>625-3383-9500-0000</u>	Resume closed operations and reinstate all employees terminated thereby
625-3383-1400-0000	Reinstate economic strikers even though permanently replaced	<u>625-3900</u> PERSONS ENTITLED TO BACKPAY	
<u>625-3383-1800-0000</u>	Identity of persons and/or entitlement to instatement or reinstatement to be determined at compliance stage	<u>625-3901</u> GENERALLY	
<u>625-3383-2300-0000</u>	Identity of persons and/or entitlement to instatement to be determined at ULP hearing or compliance	<u>625-3905</u> RETIRED EMPLOYEES	
<u>625-3383-2700-0000</u>	To plant or job other than discriminatee's former plant or job	<u>625-3908</u> EMPLOYEES TERMINATED PRIOR TO DATE OF EMPLOYER'S UNLAWFUL ACTION	
<u>625-3383-2709-0000</u>	At new or existing location where former job location closed	<u>625-3912</u> PROBATIONARY EMPLOYEE, ON-CALL EMPLOYEE	
625-3383-2709-5000	With necessary traveling and moving expense	<u>625-3925</u> UNSPECIFIED BUT SIMILARLY SITUATED DISCRIMINATEES	
625-3383-2718-0000	At relocated plant	<u>625-3930</u> SUPERVISOR	
625-3383-2718-5000	With necessary traveling and moving expense	<u>625-3937</u> LIMITED TO EMPLOYEES WHOSE STATUS WAS LITIGATED AT HEARING	
625-3383-2722-0000	At former plant where employee had been transferred to plant that closed	<u>625-3940</u> EMPLOYEE WHOSE LOSS OF PAY CAUSED BY EMPLOYER'S UNLAWFUL CONDUCT INVOLVING OTHER EMPLOYEES	
625-3383-2722-5000	With reimbursement of monetary loss	<u>625-3944</u> EMPLOYEES OF PREDECESSOR EMPLOYER	
625-3383-2727-0000	To position suited to employee's physical condition		

<u>625-3947</u>	EMPLOYEES WHO DECLINED TRANSFERS AFTER UNLAWFUL CLOSING	<u>625-4417-8400-0000</u>	Employer and union
<u>625-3950</u>	PERSONS HIRED AFTER EFFECTIVE DATE OF NEW CONTRACT	<u>625-4417-8425-0000</u>	Jointly and severally liable
<u>625-3959</u>	EMPLOYEES ON LEAVE STATUS	<u>625-4417-8425-5000</u>	Union should pay half of backpay if possible
<u>625-3962</u>	EMPLOYEE PREVENTED FROM TAKING EXAMINATION OR RUNNING IN UNION ELECTION	<u>625-4417-8450-0000</u>	Employer primarily, union secondarily, liable
<u>625-3967</u>	UNIT EMPLOYEES	<u>625-4417-8475-0000</u>	Union primarily, employer secondarily, liable
<u>625-3967-5000-0000</u>	Replacement employees	<u>625-4433</u>	COMPUTATION OF AMOUNT OF BACKPAY
<u>625-3970</u>	EMPLOYEES ORDERED REINSTATED	<u>625-4433-0100-0000</u>	Generally
<u>625-3975</u>	DISCRIMINATEES REHIRED AS NEW EMPLOYEES	<u>625-4433-0700-0000</u>	Partial backpay
<u>625-3977</u>	EMPLOYEE TRANSFERRED TO POSITION NOT SUBSTANTIALLY EQUIVALENT	<u>625-4433-1400-0000</u>	Method of determining what employee would have earned
<u>625-3979</u>	EMPLOYEE DISCIPLINED FOLLOWING INVESTIGATORY INTERVIEW	<u>625-4433-1410-0000</u>	Employee's earnings prior to discrimination
<u>625-3982</u>	LAI D OFF EMPLOYEES; EMPLOYEES WHO QUIT; EMPLOYEES WHO FAILED TO APPLY FOR JOB OPENING	<u>625-4433-1420-0000</u>	Earnings of comparable employee during backpay period
<u>625-3985</u>	PERSONS DISCRIMINATORILY DENIED EMPLOYMENT; SALT	<u>625-4433-1425-0000</u>	Percentage of discriminatee's earnings to total unit earnings applied over backpay period
<u>625-3985-5000-0000</u>	Failure to use hiring hall	<u>625-4433-1430-0000</u>	Earnings of replacement during backpay period
<u>625-3987</u>	CASUAL EMPLOYEES	<u>625-4433-1435-0000</u>	Earnings of representative employee group
<u>625-3989</u>	STRIKERS	<u>625-4433-1440-0000</u>	Employee's rate of absenteeism prior to discrimination to be considered
<u>625-3989-5000-0000</u>	Resigned as precondition to accepting new employment	<u>625-4433-1440-5000</u>	Except when due to specific illness
<u>625-3995</u>	FOREIGN NATIONALS, RESIDENTS, ALIENS	<u>625-4433-1445-0000</u>	Employee's rate of absenteeism after reinstatement as indicative of absenteeism during backpay period
<u>625-3996</u>	LOCKED-OUT EMPLOYEES	<u>625-4433-1450-0000</u>	Rates paid for new jobs which have replaced discriminatees' former jobs
<u>625-3999</u>	OTHERS	<u>625-4433-1453-0000</u>	Rate paid for opening discriminatee eligible to fill
<u>625-4400</u>	BACKPAY ORDERS	<u>625-4433-1455-0000</u>	Rate successor would have set after impasse
<u>625-4401</u>	GENERALLY	<u>625-4433-1460-0000</u>	Wage rate negotiated by union during backpay period
<u>625-4409</u>	INTERIM ORDERS	<u>625-4433-1465-0000</u>	Terms and conditions of employment under after-acquired facility clause of contract
<u>625-4410</u>	LIMITED BACKPAY ORDER; SETTLED BACKPAY CLAIMS	<u>625-4433-1470-0000</u>	Terms and conditions of employment in unlawfully terminated or expired contract
<u>625-4412</u>	SUCCESSORS	<u>625-4433-1475-0000</u>	Terms and conditions of employment assuming no ULPs and agreement on contract
<u>625-4415</u>	TRUSTEE OR DEBTOR IN BANKRUPTCY	<u>625-4433-1478-0000</u>	Terms and conditions determined by bankruptcy court or in civil contempt proceedings
<u>625-4416</u>	ASSIGNEE FOR BENEFIT OF CREDITORS	<u>625-4433-1480-0000</u>	Pay raise which employee would have received absent discrimination
<u>625-4417</u>	JOINT BACKPAY LIABILITY	<u>625-4433-1485-0000</u>	Wages which employee would have received absent discrimination
<u>625-4417-0100-0000</u>	Generally	<u>625-4433-1490-0000</u>	Determination of which employees would have been terminated or laid off for nondiscriminatory reasons
<u>625-4417-1400-0000</u>	Joint employers	<u>625-4433-1490-3300</u>	Based on employer's past practice
<u>625-4417-2100-0000</u>	Separate and individual employers		
<u>625-4417-2500-0000</u>	Predecessor and/or successor employers		
<u>625-4417-2700-0000</u>	Seller and purchaser		
<u>625-4417-2800-0000</u>	Successor employers		
<u>625-4417-3500-0000</u>	Parties' derivative liability		
<u>625-4417-4200-0000</u>	Firms found to be single employer		
<u>625-4417-4900-0000</u>	Multi-employer association and individual employer members		
<u>625-4417-5200-0000</u>	Agent and principal		
<u>625-4417-5600-0000</u>	Employer and alter ego		
<u>625-4417-5650-0000</u>	Piercing corporate veil		
<u>625-4417-6300-0000</u>	Employer and independent contractor		
<u>625-4417-7000-0000</u>	General contractor and subcontractor on construction project		

<u>625-4433-1490-5000</u>	Based on employee's competence	<u>625-4433-4217-2520</u>	Earnings from illegal business
<u>625-4433-1490-6700</u>	Based on seniority where past practice cannot be determined	625-4433-4217-2525	Payment in kind
625-4433-1495-0000	Proportional; based on relationship that existed between employees' wages and average hourly earnings of employees working for manufacturers (BLS)	625-4433-4217-2530	Earnings from work on farm computed on basis of average income of farm laborers in state
<u>625-4433-2800-0000</u>	Gross backpay	625-4433-4217-2540	Forgiveness of debt in return for work performed by discriminatee
<u>625-4433-2833-0000</u>	Items included	625-4433-4217-2545	Wages paid in equivalency for fringe benefits
625-4433-2833-0500	GI benefits	625-4433-4217-2550	Early retirement benefits
625-4433-2833-1000	Increase in union's initiation fee	<u>625-4433-4217-2560</u>	Benefits from union
625-4433-2833-1200	Company automobile	625-4433-4217-2570	Death benefits received by discriminatee's estate from interim employer
625-4433-2833-1300	Rental of vehicle	625-4433-4217-2580	Earnings from work done for friends and relatives
625-4433-2833-1400	Percentage of profits	<u>625-4433-4217-2590</u>	Workmen's compensation award or other nontort-like awards (Title VII) to extent it is payment for lost wages
625-4433-2833-1600	Prizes from sales contests	625-4433-4217-2595	Social Security disability payments
625-4433-2833-1800	Free or reduced rental on company housing	625-4433-4217-5000	Items excluded
625-4433-2833-2300	Safety award	625-4433-4217-5006	Capital investments incurred in self-employed business
<u>625-4433-2833-2700</u>	Bonuses	<u>625-4433-4217-5012</u>	Strike benefits
<u>625-4433-2833-3200</u>	Tips	625-4433-4217-5025	Loans from union or employer
625-4433-2833-3400	Noncontractual arrangement between employer and employee	625-4433-4217-5037	Lower cost of meals
625-4433-2833-3600	Maternity benefits	<u>625-4433-4217-5040</u>	Payments to or from pension fund
<u>625-4433-2833-3800</u>	Pension benefits	<u>625-4433-4217-5043</u>	Sale of personal assets
<u>625-4433-2833-4100</u>	Health and/or welfare fund payments	625-4433-4217-5045	Overtime earnings
<u>625-4433-2833-4500</u>	Retirement fund payments	625-4433-4217-5050	Collateral benefits
625-4433-2833-4700	Settlement agreement	625-4433-4217-5053	Workers' compensation awards for permanent disability
625-4433-2833-5000	Overtime premiums	<u>625-4433-4217-5055</u>	Unemployment compensation
<u>625-4433-2833-5500</u>	Wage increase or decrease	625-4433-4217-5056	Donations
625-4433-2833-5900	Discount on gas used for residential heating	625-4433-4217-5060	Social Security benefits
<u>625-4433-2833-6300</u>	Medical expenses	625-4433-4217-5062	Room and board provided by parents or others
625-4433-2833-6350	Of family	625-4433-4217-5074	Profit from sale of product Ee made prior to unlawful loss of employment
625-4433-2833-6800	Paid holidays and other absences	<u>625-4433-4217-5075</u>	Earnings during hours when discriminatee would not have worked for employer
625-4433-2833-6900	Personal leave	<u>625-4433-4217-5081</u>	Supplemental earnings from outside work or investment earnings
625-4433-2833-7200	Salesmen's commissions	<u>625-4433-4217-5087</u>	Income which discriminatee would have earned absent discrimination
625-4433-2833-7700	Death benefits	625-4433-4217-5090	Payment accepted in lieu of benefit
625-4433-2833-8100	Paid meals or mealtime	625-4433-4217-7500	Deductions
625-4433-2833-8200	subsistence payments	<u>625-4433-4217-7502</u>	Necessary and ordinary expenses incurred in self-employed business (consumerable)
625-4433-2833-8600	Additional insurance premiums paid by discriminatee	625-4433-4217-7505	Uniforms or other clothing needed in interim employment
<u>625-4433-2833-9100</u>	Vacation benefits	<u>625-4433-4217-7508</u>	Tools and equipment used for interim employment
625-4433-2833-9150	Vacation benefits not accrued during strike	<u>625-4433-4217-7510</u>	Travel or other expenses incurred in seeking interim employment
<u>625-4433-2833-9600</u>	Contributions to pension plan	625-4433-4217-7515	Reimbursements for job-related expenses
625-4433-2833-9800	Wages earned from lessees of employer's equipment		
<u>625-4433-2867-0000</u>	Items excluded		
<u>625-4433-4200-0000</u>	Deductions from gross backpay		
<u>625-4433-4209-0000</u>	Recoupment of backpay		
<u>625-4433-4217-0000</u>	Interim earnings		
<u>625-4433-4217-0100</u>	Generally		
625-4433-4217-2500	Items included		
<u>625-4433-4217-2507</u>	Earnings from work for employer		
<u>625-4433-4217-2510</u>	Earnings from self-employment		
<u>625-4433-4217-2515</u>	Tips and bonuses		

<u>625-4433-4217-7520</u>	Travel expenses incurred in going to and from interim job	<u>625-4433-4233-7900</u>	Seeking or accepting dissimilar job
<u>625-4433-4217-7530</u>	Moving expenses for interim employment out of town	625-4433-4233-8100	Failure to seek work after layoff or discharge from interim job
<u>625-4433-4217-7540</u>	Room and board during interim employment	<u>625-4433-4233-8300</u>	Failure to seek work after quitting interim job
625-4433-4217-7550	Union dues required as condition of employment on interim job	<u>625-4433-4233-8500</u>	Failure to seek referrals out of hiring hall
<u>625-4433-4217-7555</u>	Union dues to be paid to union	625-4433-4233-9000	Refusal to work overtime on interim job
625-4433-4217-7557	Union reinstatement fee	<u>625-4433-4250-0000</u>	Severance payments
625-4433-4217-7560	Hiring hall registration fees	625-4433-4267-0000	Premiums for insurance or medical coverage which discriminatee would have paid absent discrimination
625-4433-4217-7570	Fees paid or owed to employment agency	625-4433-4283-0000	No deduction for periods when employee would not have worked for employer
625-4433-4217-7575	Training expenses	625-4433-4291-0000	Adjustment for absenteeism
<u>625-4433-4217-7580</u>	Severance payments	<u>625-4433-5600-0000</u>	Interest
<u>625-4433-4217-7590</u>	Vacation pay	<u>625-4433-5601-0000</u>	Generally
625-4433-4217-9900	Other	625-4433-5633-0000	Computed at internal revenue service's short term federal rate for underpayment of taxes
<u>625-4433-4233-0000</u>	Willful loss of earnings	625-4433-5667-0000	Computed at rate earned in savings account into which unlawfully exacted dues and fees were placed
<u>625-4433-4233-0100</u>	Generally	<u>625-4433-6000-0000</u>	Taxes
<u>625-4433-4233-0400</u>	Failure to seek or accept interim employment	625-4433-7000-0000	Woolworth formula
<u>625-4433-4233-0900</u>	Self-employment	<u>625-4433-7001-0000</u>	Generally
<u>625-4433-4233-1300</u>	Failure to retain interim employment	625-4433-7025-0000	Interim earnings and expenses should be credited to specific quarters within which due and payable
<u>625-4433-4233-1500</u>	Failure to work full time at interim employment	625-4433-7037-0000	Expenses in search from interim work allocable to quarter in which incurred
<u>625-4433-4233-1600</u>	Acceptance of lower paying job	625-4433-7050-0000	Not used where loss of pay is due to failure to sign contract
<u>625-4433-4233-1800</u>	Registration with USES or state employment office	625-4433-7075-0000	Not used where reimbursement due union because of failure to implement contract
625-4433-4233-2300	Leave of absence from interim employment	625-4433-7080-0000	Not used in all cases when industry seasonal
<u>625-4433-4233-2700</u>	Search for jobs out of town	<u>625-4433-7085-0000</u>	Not used where employment did not cease
<u>625-4433-4233-3100</u>	Acceptance of job outside local job market	625-4433-8400-0000	Respondent ordered to preserve and make available relevant records
<u>625-4433-4233-3600</u>	Search for less desirable jobs	625-4433-8500-0000	File report with Social Security Administration
625-4433-4233-4000	Preparing for, and attending, Board proceeding	625-4433-9200-0000	Limitation on backpay
<u>625-4433-4233-4500</u>	Removal from labor market	625-4450 BACKPAY PERIOD	
<u>625-4433-4233-4525</u>	Leaving geographical area of employment	<u>625-4450-0100-0000</u>	Generally
625-4433-4233-4533	Pregnancy	625-4450-1200-0000	Time required to negotiate agreement
<u>625-4433-4233-4550</u>	Illness and/or bereavement	625-4450-2500-0000	Beginning of period
<u>625-4433-4233-4575</u>	Restricting availability for job	<u>625-4450-2501-0000</u>	Generally
625-4433-4233-4580	On strike or refusal to cross picket line	<u>625-4450-2502-0000</u>	Date of Board order or its receipt
<u>625-4433-4233-5400</u>	Rejection of invalid reinstatement offer	<u>625-4450-2503-0000</u>	10(b) period cut off
625-4433-4233-5500	Rejection of valid reinstatement offer	<u>625-4450-2503-5000</u>	Effect of Board's prior order
625-4433-4233-6000	Taxes	625-4450-2504-0000	Date of court decision
625-4433-4233-6300	Rejection of job offer by agent of employer posing as new employer	625-4450-2505-0000	Date allowing for reasonable time for notice of change in law
625-4433-4233-6700	Reinstated claimant's withdrawal from higher paying position	<u>625-4450-2507-0000</u>	Date of discriminatory action
<u>625-4433-4233-6900</u>	Reinstated claimant quit or discharged		
<u>625-4433-4233-7200</u>	Accepting job involving shorter work week		
625-4433-4233-7600	Accepting less than regular interim employment salary		

<u>625-4450-2507-2500</u>	Unlawful discharge or suspension of striker or employee erroneously believed to be striker	<u>625-4450-5018-0000</u>	Rejection of valid reinstatement offer
<u>625-4450-2507-5000</u>	Mitigatory circumstances	<u>625-4450-5024-0000</u>	Last days for acceptance of offer; date discriminatees begin work pursuant to offer
<u>625-4450-2507-7500</u>	Date of impact of action	625-4450-5030-0000	Employer's notification that it is willing to cease authorizing discrimination by union in operation of hiring hall
<u>625-4450-2514-0000</u>	Date work became available for discriminatee	625-4450-5031-0000	Date discriminatee discontinues applying to hiring hall
625-4450-2514-5000	Seasonal work	625-4450-5036-0000	Five days after general contractor's notice to subcontractor and discriminatees that it withdraws objections to their employment
625-4450-2521-0000	Date when employer would have required discriminatee's particular services	<u>625-4450-5042-0000</u>	Date claimant obtains substantially equivalent employment
<u>625-4450-2528-0000</u>	Date vacancies for which discriminatees were qualified were filled	<u>625-4450-5045-0000</u>	Date discriminatee abandoned employment
<u>625-4450-2542-0000</u>	Five days after economic strikers' unconditional application for reinstatement	<u>625-4450-5048-0000</u>	Date of misconduct or interference with Board processes barring reinstatement
<u>625-4450-2546-0000</u>	Date of strikers' unconditional offer to return to work	<u>625-4450-5050-0000</u>	Date discriminatee committed perjury or subornation of perjury
625-4450-2549-0000	Day after picket line is removed	<u>625-4450-5052-0000</u>	Date discriminatee was medically declared unfit for former employment or was granted permanent disability award
<u>625-4450-2556-0000</u>	Date discriminatee was physically able to return to work	625-4450-5054-0000	Date of conviction for crime
<u>625-4450-2570-0000</u>	Date of discriminatory refusal to recall after nondiscriminatory layoff or discharge	625-4450-5057-0000	Date employer learned of discharged employee's criminal record
<u>625-4450-2577-0000</u>	Date discriminatee requests reinstatement after abandoning strike	<u>625-4450-5060-0000</u>	Date discriminatee would have been terminated or laid off for non-discriminatory reasons
625-4450-2584-0000	Date discriminatee would have abandoned strike if not discharged	625-4450-5063-0000	Date when difference in disparate discipline began
625-4450-2592-0000	Beginning period in 8(a)(5) case	<u>625-4450-5066-0000</u>	Date discriminatee would have left employ of employer
625-4450-2592-2500	Date employer refused to execute contract	625-4450-5070-0000	Date which discriminatee is referred to job substantially equivalent to that to which he was not referred
<u>625-4450-2592-5000</u>	Date of unilateral implementation of terms and conditions of employment	<u>625-4450-5072-0000</u>	Date discriminatees resigned or retired
<u>625-4450-5000-0000</u>	End of period	625-4450-5078-0000	Date discriminatee started own business
<u>625-4450-5001-0000</u>	Generally	<u>625-4450-5079-0000</u>	Date discriminatee could have returned to former position
<u>625-4450-5003-0000</u>	Date discrimination ceased by agreement of parties	<u>625-4450-5080-0000</u>	Date successor purchased business
625-4450-5004-0000	Date of Board Order	<u>625-4450-5084-0000</u>	Date employer ceased operations
625-4450-5005-0000	Open-ended; continuing obligation	625-4450-5086-0000	Date employer offers discriminatee job he was deprived of under unlawful superseniority contract clause
<u>625-4450-5006-0000</u>	Valid offer of reinstatement or of employment	625-4450-5088-0000	Date discriminatee recovered from unfair labor practice-related physical or psychological injuries
<u>625-4450-5006-2500</u>	Offer of reinstatement to some discriminatees tolls backpay as to those offered reinstatement	625-4450-5090-0000	End of period in 8(a)(5) case
625-4450-5006-4000	On receipt in foreign country of offer of reinstatement	<u>625-4450-5090-0100</u>	Generally
625-4450-5006-5000	Offer of reinstatement to some ULP strikers tolls backpay as to those offered reinstatement	<u>625-4450-5090-1700</u>	Agreement reached on mandatory subjects of bargaining
<u>625-4450-5006-7500</u>	Offer must be kept open for reasonable period of time	625-4450-5090-2500	Termination date of contract in which terms and conditions of employment were unilaterally implemented
<u>625-4450-5006-8700</u>	Offer must be received or good faith effort made to contact discriminatee		
625-4450-5010-0000	Death of discriminatee		
625-4450-5012-0000	Placement on preferential hiring list		
<u>625-4450-5015-0000</u>	Date undocumented alien leaves country or employer learns of his illegal status		

<u>625-4450-5090-3300</u>	Impasse reached on mandatory subjects of bargaining	<u>625-4450-7573-0000</u>	Rescinding unlawful changes and resuming bargaining
<u>625-4450-5090-5000</u>	Failure of union to timely request bargaining	<u>625-4450-7575-0000</u>	Rejection of valid offer of reinstatement
625-4450-5090-6700	Failure of union to bargain in good faith	<u>625-4450-7578-0000</u>	Offer of not substantially equivalent position elsewhere where operation lawfully terminated
<u>625-4450-5090-8300</u>	Minimum of 2 weeks backpay ordered	625-4450-7580-0000	Strike
625-4450-5093-0000	Date of offer of employment to individual who was refused employment because of lack of union membership	625-4450-7585-0000	Strike settlement agreement
625-4450-5096-0000	Five days after employer causing others to discharge discriminatee notifies them that it has no objection to his reinstatement	<u>625-4450-7586-0000</u>	Voluntary quit
<u>625-4450-6000-0000</u>	Extension of period	625-4450-7590-0000	Reversion to status of economic strikers
625-4450-6010-0000	To regain skills lost as result of discriminatory conduct	<u>625-4450-7595-0000</u>	Date discriminatee would have left employment
625-4450-7500-0000	Tolling of backpay	<u>625-4467</u>	AFFIRMATIVE DEFENSES
625-4450-7501-0000	Generally	<u>625-4467-0100-0000</u>	Generally
<u>625-4450-7501-3300</u>	8(a)(3) cases	<u>625-4467-0500-0000</u>	Violation of Section 302
<u>625-4450-7501-6700</u>	Non-8(a)(3) cases	625-4467-1400-0000	Violation of 8(d)
<u>625-4450-7520-0000</u>	Board decision in respondent's favor	<u>625-4467-1500-0000</u>	Provisions of other federal statutes
625-4450-7530-0000	Arbitration or grievance decision in respondent's favor	625-4467-1800-0000	Employee negotiated with employer for benefits in return for agreeing to induce fellow employees to abandon union
<u>625-4450-7540-0000</u>	Unavailability of work	<u>625-4467-2300-0000</u>	Conduct constituting cause for discharge
625-4450-7540-5000	Backpay limited to periods when discriminatee was laid off from regular job	<u>625-4467-2350-0000</u>	Commission of crime
625-4450-7550-0000	Vacation on interim job where vacation not available on former job	<u>625-4467-2500-0000</u>	Participation in strike misconduct, other misconduct or illegal strike
<u>625-4450-7560-0000</u>	Unavailability of discriminatee for work	<u>625-4467-2700-0000</u>	Failure of employee to comply with subpoena or to testify
625-4450-7560-1000	Attendance at Board proceeding	625-4467-3200-0000	Employee's attempt to withdraw charges
<u>625-4450-7560-1500</u>	Undocumented aliens	<u>625-4467-3500-0000</u>	Concealment of interim earnings
<u>625-4450-7560-2000</u>	Imprisonment	<u>625-4467-3600-0000</u>	Employee gave false testimony at hearing or otherwise interfered with Board processes
625-4450-7560-3000	Vacation on interim job where vacation not available on former job	<u>625-4467-4100-0000</u>	Employee discharged from, or quit, interim employment
625-4450-7560-4000	Pregnancy	625-4467-4500-0000	Employee filed false claims for unemployment compensation
<u>625-4450-7560-6000</u>	Illness, injury, or other absences	<u>625-4467-5000-0000</u>	Employee received benefits or wages from union
625-4450-7560-6025	Does not toll backpay when caused by respondent's assault on discriminatee	<u>625-4467-5300-0000</u>	Employee's misrepresentations on employment application
625-4450-7560-6033	Does not toll backpay when caused by employee's constructive discharge	625-4467-5400-0000	Illegality of unilateral wage increase
<u>625-4450-7560-6050</u>	Does not toll backpay when caused by discriminatory transfer	625-4467-5800-0000	Change in Board policy during litigation
625-4450-7560-6075	Does not toll backpay when made possible by nature of interim employment	625-4467-5900-0000	Good faith
625-4450-7560-7000	Discriminatee-student returns to school	<u>625-4467-6000-0000</u>	Delay in Board reaching "final" decision
625-4450-7560-8000	Discriminatee in Armed Forces	<u>625-4467-6300-0000</u>	Difficulty of computing backpay
625-4450-7563-0000	Employer's assent to cease violative conduct communicated to discriminatees	<u>625-4467-6800-0000</u>	New contract
625-4450-7565-0000	Withdrawal from union membership	<u>625-4467-7000-0000</u>	Curtailment of employer's operations
625-4450-7567-0000	Hiring hall registration	<u>625-4467-7200-0000</u>	Discontinuance of employer's operations
625-4450-7570-0000	Preferential hiring list	<u>625-4467-7700-0000</u>	Employee would have been discharged, laid off, suspended, etc. for nondiscriminatory reasons
		<u>625-4467-7800-0000</u>	Tender of sum in satisfaction of claim

<u>625-4467-8000-0000</u>	Employee in equal or better position than he would have been in without the violation	<u>625-5598</u> MAKE WHOLE REMEDY	
		<u>625-5598-5000-0000</u>	Interest
<u>625-4467-8100-0000</u>	Receipt of sum in satisfaction of claims	<u>625-5599</u> OTHER FEES	
<u>625-4467-8500-0000</u>	Futile to offer reinstatement	<u>625-6600</u> BARGAINING ORDERS	
<u>625-4467-9100-0000</u>	Rejection of reinstatement offer, failure to respond on specified date or in reasonable time	<u>625-6601</u> GENERALLY	
		<u>625-6601-5000-0000</u>	Status quo ante
<u>625-4467-9300-0000</u>	Acceptance of substantially equivalent employment	<u>625-6606</u> SECOND BARGAINING ORDER	
<u>625-4467-9600-0000</u>	Employee disqualified from job by lack of state license	<u>625-6607</u> APPROPRIATE ONLY FOR MAJORITY REPRESENTATIVE	
<u>625-4467-9700-0000</u>	Conversion of employees to independent contractors	<u>625-6609</u> MAY BE APPROPRIATE IN CASES OF EXCEPTIONAL UNFAIR LABOR PRACTICES ALTHOUGH MAJORITY NOT ESTABLISHED	
<u>625-4467-9800-0000</u>	Employee illegal alien	<u>625-6612</u> TO REMEDY ULP'S WHICH PRECLUDE FAIR ELECTION	
<u>625-4467-9900-0000</u>	Other	<u>625-6612-0100-0000</u>	Generally
<u>625-4483</u> ULPS INVOLVED		<u>625-6612-5000-0000</u>	May not be ordered where results of valid election not set aside
<u>625-4483-0100-0000</u>	Generally	<u>625-6612-7500-0000</u>	Order operates from date of issuance by Board
<u>625-4483-1700-0000</u>	Section 8(a)(1) violation	<u>625-6612-8700-0000</u>	Order operates from date of either employer's misconduct precluding fair election or union's demand for recognition
<u>625-4483-3300-0000</u>	Section 8(a)(2) violation	<u>625-6612-9100-0000</u>	Order operates from date employer withdrew recognition
<u>625-4483-5000-0000</u>	Section 8(a)(3) violation	<u>625-6612-9300-0000</u>	Order operates from date union attains majority status
<u>625-4483-6700-0000</u>	Section 8(a)(4) violation	<u>625-6615</u> RETROACTIVE BARGAINING ORDER	
<u>625-4483-8300-0000</u>	Section 8(a)(5) violation	<u>625-6618</u> APPROPRIATE DESPITE INCREASE OR TURNOVER IN UNIT EMPLOYEES SINCE ULPS	
<u>625-5500</u> REIMBURSEMENT ORDERS		<u>625-6621</u> WHERE EMPLOYER HAS INDEPENDENT KNOWLEDGE OF UNION'S MAJORITY	
<u>625-5501</u> GENERALLY		<u>625-6623</u> IN ABSENCE OF DEMAND FOR RECOGNITION	
<u>625-5510</u> Adverse Tax Consequences		<u>625-6625</u> BARGAINING CONCERNING PARTICULAR SUBJECT	
<u>625-5514</u> DUES, INITIATION FEES, AND ASSESSMENTS		<u>625-6625-0200-0000</u>	Initial terms and conditions of employment
<u>625-5528</u> HIRING HALL FEES		<u>625-6625-0400-0000</u>	Pension plan
<u>625-5528-3300-0000</u>	Service fees	<u>625-6625-0600-0000</u>	Compliance with government regulation
<u>625-5528-6700-0000</u>	Work permit fees	<u>625-6625-0800-0000</u>	Group insurance plan
<u>625-5535</u> PAYMENTS REWARDING NONSTRIKERS		<u>625-6625-1000-0000</u>	Benefits for retirees
<u>625-5542</u> SUPPORT MONEY; STRIKE COSTS		<u>625-6625-1200-0000</u>	Price of food in cafeteria
<u>625-5546</u> BONUS PAYMENTS		<u>625-6625-1400-0000</u>	Allocation of costs
<u>625-5547</u> DIVIDENDS ON STOCK INVESTMENT		<u>625-6625-1600-0000</u>	Rents on company-owned housing
<u>625-5548</u> MEDICAL EXPENSES		<u>625-6625-2000-0000</u>	Relocation of employees at plant transferred to new locality
<u>625-5549</u> SICK LEAVE		<u>625-6625-2400-0000</u>	Subcontracting of work
<u>625-5550</u> CONTRIBUTIONS TO WELFARE, PENSION AND OTHER FUNDS		<u>625-6625-2800-0000</u>	Effect of subcontracting on unit employees
<u>625-5550-5000-0000</u>	Credit to pension fund for past service	<u>625-6625-3200-0000</u>	Partial closing of business
<u>625-5551</u> EMPLOYEES' REPAYMENT OF MONIES TO EMPLOYMENT COMMISSION		<u>625-6625-3600-0000</u>	Effect of partial closing on unit employees
<u>625-5553</u> EDUCATIONAL EXPENSES		<u>625-6625-4000-0000</u>	Change to independent distributorship system
<u>625-5554</u> CAFETERIA PRIVILEGES		<u>625-6625-4400-0000</u>	Effect of change in operations on unit employees
<u>625-5556</u> CREDIT UNION PAYMENTS		<u>625-6625-4800-0000</u>	Effect of termination of operations on employees
<u>625-5559</u> LIQUIDATED DAMAGES			
<u>625-5563</u> ALLOWANCES FOR EQUIPMENT ETC.			
<u>625-5570</u> LITIGATION COSTS AND EXPENSES (SEE ALSO 625-1967-5600)			
<u>625-5570-0100-0000</u>	Generally		
<u>625-5570-5000-0000</u>	Types of litigation expenses		
<u>625-5578</u> VACATION PAY			
<u>625-5580</u> BARGAINING EXPENSES OF UNION			
<u>625-5584</u> JOINT LIABILITY OF UNION AND EMPLOYER			
<u>625-5584-5000-0000</u>	Employer not liable where it complied with illegal union-security clause only after arbitrator held it was obliged to do so		
<u>625-5596</u> ORGANIZING AND NEGOTIATING EXPENSES OF UNION			

<u>625-6625-5200-0000</u>	Employment at new plant of employees terminated when old plant was unlawfully moved	<u>625-6650-3700-0000</u>	Furnish information
<u>625-6625-5600-0000</u>	Manner of reinstating discriminatees	<u>625-6650-3701-0000</u>	Generally
625-6625-6000-0000	Effects of automation on work of bargaining unit	625-6650-3704-0000	Substances used in manufacturing process
625-6625-6400-0000	Filling of job vacancies or newly created jobs	625-6650-3707-0000	Permit union to conduct independent timestudy
<u>625-6625-6800-0000</u>	Resumption of operations or restoration of relocated operation	<u>625-6650-3714-0000</u>	All relevant and necessary information
<u>625-6625-7200-0000</u>	Bonuses	625-6650-3721-0000	All benefits of employment currently in effect
625-6625-7600-0000	Stock-option plan	625-6650-3728-0000	Data substantiating claim of inability to pay wage increase
625-6625-7800-0000	Work and/or conduct rules	<u>625-6650-3735-0000</u>	Wage and financial data
625-6625-8000-0000	Conditions of employment of trainees	625-6650-3742-0000	Methods and bases for computing piecework rates
625-6625-8400-0000	Disciplinary action against employee	625-6650-3749-0000	Copy of health and welfare plan
625-6625-8800-0000	Composition, maintenance, and revision of list of former employees barred from plant	625-6650-3750-0000	Health and safety data
625-6625-9200-0000	Union-security clause	<u>625-6650-3753-0000</u>	Photocopies and electronic copies of relevant documents
625-6625-9600-0000	Manner of furnishing union with employees' addresses	625-6650-3756-0000	Seniority list
<u>625-6625-9800-0000</u>	Backpay	<u>625-6650-3759-0000</u>	Test and/or scores
<u>625-6637</u> BARGAIN WITH DESIGNATED EMPLOYEE REPRESENTATIVE		625-6650-3763-0000	Job descriptions
625-6637-2000-0000	International union which revoked certified local's charter	<u>625-6650-3770-0000</u>	Data concerning bonus system
<u>625-6637-4000-0000</u>	Successor to certified or contracting union	625-6650-3770-5000	Time and rate studies
<u>625-6637-6000-0000</u>	Union certified by state board	625-6650-3777-0000	Job classifications and corresponding hourly rates of pay
625-6637-8000-0000	Negotiating committee including employees outside appropriate unit	<u>625-6650-3780-0000</u>	Employee's work records and related documents for processing grievance
<u>625-6650</u> BARGAIN IN GOOD FAITH		<u>625-6650-3784-0000</u>	Addresses of unit employees
<u>625-6650-0100-0000</u>	Generally	625-6650-3791-0000	Former employees barred from plant
625-6650-0800-0000	Submit complete draft of contract	625-6650-5000-0000	Bargain at reasonable location
<u>625-6650-1100-0000</u>	Not to withdraw from tentative agreements	<u>625-6650-5600-0000</u>	Bargain for reasonable period after remedying ULPs
<u>625-6650-1200-0000</u>	Execute agreed contract	625-6650-6200-0000	Vest in representative authority to negotiate and conclude contract
<u>625-6650-1201-0000</u>	Generally	<u>625-6650-7500-0000</u>	Bargain until contract or impasse is reached
<u>625-6650-1205-0000</u>	As of original agreement date	625-6650-8700-0000	Attempt to solve language problems
625-6650-1210-0000	As of effective date of agreements with other bargaining unions	<u>625-6662</u> CONDITIONAL ORDERS	
625-6650-1211-0000	Deliver signed copies of agreement to union	<u>625-6662-0100-0000</u>	Generally
625-6650-1222-0000	Sign contract without illegal clause	625-6662-0900-0000	Conditional companywide bargaining order
625-6650-1233-0000	Sign contract without clause concerning nonmandatory subject of bargaining	<u>625-6662-1700-0000</u>	On union's demonstrating majority status
625-6650-1244-0000	Submit contract to employees for approval	625-6662-2500-0000	Conditioned on noncompletion of contracted work
625-6650-1255-0000	Embody understanding in signed agreement having reasonable duration	<u>625-6662-3300-0000</u>	Conditioned on resumption of operations
625-6650-1266-0000	Notify union and multiemployer association that employer is bound by contract	625-6662-4100-0000	Conditioned on union again representing appropriate unit of employer's employees
<u>625-6650-1277-0000</u>	Contract's expiration date extended	<u>625-6662-5000-0000</u>	On continued existence of bargaining unit
<u>625-6650-1288-0000</u>	Union given option of signing contract or bargaining	625-6662-5800-0000	On discriminatees' acceptance of unilateral change
<u>625-6650-2500-0000</u>	Honor contract	625-6662-6700-0000	On majority of discriminatees accepting reinstatement
		<u>625-6662-7000-0000</u>	Conditioned on request for rescission of unilateral change

625-6662-8300-0000 On presence of more than one employee in bargaining unit

625-6675 EXTENSION OF CERTIFICATION YEAR

625-6681 REDUCTION OF CERTIFICATION YEAR

625-6684 ESTABLISHMENT OF "INTERIM" GRIEVANCE PROCEDURE UNTIL CONTRACTUAL PROCEDURE OBTAINED

625-6687 AFFIRMATIVE DEFENSES

625-6687-0300-0000 Bargaining order inappropriate due to lapse of time

625-6687-0500-0000 Cessation or removal of operations

625-6687-0900-0000 Change in operations

625-6687-1300-0000 Change in ownership or management

625-6687-1700-0000 Dissolution of multi-employer association

625-6687-2100-0000 Change in size of unit

625-6687-2500-0000 Loss of union's majority

625-6687-2550-0000 Employee turnover

625-6687-2600-0000 Inappropriate unit

625-6687-2900-0000 Union's disclaimer of interest

625-6687-3300-0000 Change in union membership

625-6687-3800-0000 Schism within union; change in affiliation

625-6687-4000-0000 Age, sex, religious, or racial discrimination by union

625-6687-4200-0000 Smallness of unit

625-6687-4600-0000 Pendency of RD proceeding

625-6687-5000-0000 Prior bargaining order

625-6687-5400-0000 Employer's contractual obligations

625-6687-5800-0000 Employer acted in good faith

625-6687-5850-0000 Misled by industry practice

625-6687-6300-0000 Good-faith bargaining

625-6687-6700-0000 Bargaining impasse

625-6687-7200-0000 Prior election set aside on basis of employer's objections

625-6687-7600-0000 Prior election set aside by stipulation of parties

625-6687-7800-0000 Settlement agreement or execution of contract

625-6687-8100-0000 Union misconduct

625-6687-8600-0000 Violation of 8(d)

625-6687-8800-0000 Existence of question concerning representation

625-6687-9100-0000 Antitrust violation

625-6687-9600-0000 Illegal contract provision

625-6687-9800-0000 Union's inflexible negotiation demands

625-7700 NOTICE REQUIREMENTS

625-7701 GENERALLY

625-7707 NECESSITY OR REQUIREMENTS FOR POSTING

625-7714 TIME OF POSTING

625-7714-2000-0000 Sixty days

625-7714-4000-0000 Thirty days

625-7714-5000-0000 Fourteen days

625-7714-6000-0000 While seasonal plant is in full operation

625-7714-8000-0000 When operations are resumed

625-7714-9000-0000 Other

625-7728 PLACE OF POSTING

625-7728-0100-0000 Generally

625-7728-0400-0000 E-mail; intranet

625-7728-0600-0000 Locations where unfair labor practices occurred

625-7728-1200-0000 All locations

625-7728-1800-0000 All locations in state

625-7728-2000-0000 All locations in area

625-7728-2200-0000 All locations where employees affected by unfair labor practices

625-7728-2400-0000 All locations in two or more states

625-7728-3100-0000 All locations where charging union represents employees

625-7728-3700-0000 All locations where discriminatees were or are employed

625-7728-4300-0000 Locations to which employees have transferred from plants where ULPs occurred

625-7728-4900-0000 Office of multi-employer association and locations of members

625-7728-5500-0000 Any office or place of business in vicinity of abandoned operation

625-7728-6200-0000 Part of plant where ULPs occurred

625-7728-6900-0000 Hiring hall

625-7728-7500-0000 Construction projects

625-7728-8100-0000 All locations in union's territorial jurisdiction

625-7728-8700-0000 New plant

625-7728-9300-0000 Plant and all employee gates

625-7728-9900-0000 Other

625-7742 MANNER OF NOTICE

625-7742-0100-0000 Generally

625-7742-1000-0000 Electronic posting

625-7742-1700-0000 Mailed

625-7742-3300-0000 Read by company official or Board agent

625-7742-5000-0000 Published in newspaper of general circulation

625-7742-6700-0000 Notice published in employer's daily bulletin or other company publications

625-7742-8300-0000 Letter to union

625-7742-9200-0000 Distribution to employees

625-7756 PERSONS REQUIRED TO POST AND/OR MAIL NOTICES

625-7756-3300-0000 Members of multi-employer association

625-7756-5000-0000 Predecessor employer

625-7756-6700-0000 Joint employers

625-7756-8700-0000 Employer who went out of business

625-7770 PERSONS REQUIRED TO SIGN NOTICES

625-7770-1100-0000 Board of Directors

625-7770-1200-0000 Company president

625-7770-2500-0000 Vice president

625-7770-3700-0000 Official who engaged in ULPs

625-7770-4000-0000 Manager

625-7770-5000-0000 Sole owner

625-7770-6000-0000 Highest management official at plant

625-7770-6200-0000	Attorney	<u>625-8817-1300-0000</u>	Resume discriminatorily discontinued position or operation, or continue same
625-7770-7500-0000	Finance company employee	<u>625-8817-1500-0000</u>	Grant union reasonable access to employer's facilities in nonwork areas during employees' nonwork time
625-7770-8700-0000	Police officials	<u>625-8817-1600-0000</u>	Grant union or employees reasonable access to bulletin boards
625-7784 FORM AND CONTENTS OF NOTICE		625-8817-1700-0000	Grant union companywide access to bulletin boards
625-7784-0500-0000	Inclusion of nonadmission clause	625-8817-1800-0000	Give union wage data, job classifications, and length of tenure
<u>625-7784-1000-0000</u>	Notice in foreign language	625-8817-1900-0000	Cease disparate enforcement of employee rules
<u>625-7784-2000-0000</u>	Notice in simple language	<u>625-8817-2000-0000</u>	Give union list of employees' names and addresses
<u>625-7784-2500-0000</u>	Use of specific language of findings	<u>625-8817-2500-0000</u>	Disavow antiunion petition
<u>625-7784-2800-0000</u>	Language inappropriate	625-8817-2700-0000	Cease use of polygraph test to interrogate employees about union sympathies, activities, etc.
625-7784-3000-0000	Armed Forces provision	625-8817-2800-0000	Cease compiling lists of union activists and sympathizers
625-7784-4000-0000	Charging union identified	625-8817-2900-0000	Delete unlawful questions from employment application forms
625-7784-4050-0000	Not identified where election is to be held with other unions on ballot	625-8817-3000-0000	Cease interrogation of employees
625-7784-5000-0000	Employees free to join or not join union	625-8817-3100-0000	Delete unlawful provision from bargaining agreement
625-7784-5500-0000	Employees right to decertification election	<u>625-8817-3200-0000</u>	Cease depriving employees of right to representation at investigatory interview
625-7784-6000-0000	Employer will not post or issue side notices	<u>625-8817-3300-0000</u>	Request court to vacate injunction
625-7784-6500-0000	Employer will not include unlawful provision in future contracts	<u>625-8817-3500-0000</u>	Withdraw civil suit or criminal prosecution
625-7784-7000-0000	Employer will not offer, solicit, enter into, continue, or enforce individual contracts	625-8817-3600-0000	Expunge bylaw provision
625-7784-8000-0000	Employer has no objection to employees' testifying pursuant to subpoena	625-8817-3700-0000	Forward work record of employee to prospective employers
<u>625-7784-8500-0000</u>	Employer will not interfere with employees' right to resort to Board processes	625-8817-4100-0000	Reinstate grievances which employees were coerced to withdraw
625-7784-8700-0000	Union is notifying union applicants of their rights to return of fees and application forms	625-8817-4500-0000	Advise union steward that he may solicit grievances on company property during nonwork time
<u>625-7784-9000-0000</u>	Notice at each of employer's store to refer to violation at that store	625-8817-5000-0000	Election directed on union's request without showing of interest
<u>625-7784-9200-0000</u>	Notification to government agency having interest in employer's operations	625-8817-5200-0000	Cease interference with election process
625-7784-9300-0000	Notice to include all of employer's presettlement violations	625-8817-5400-0000	Destroy prints and negatives of photographs of strikers
<u>625-7784-9500-0000</u>	Extraordinary remedies	<u>625-8817-5500-0000</u>	Destroy reports; remove surveillance equipment
625-8800 ORDERS TO REMEDY SPECIFIC VIOLATIONS		<u>625-8817-5600-0000</u>	Reevaluate discriminatee
625-8817 SECTION 8(a)(1)		625-8817-5800-0000	Erase names of strikers from files and records
<u>625-8817-0100-0000</u>	Generally	625-8817-5900-0000	Expunge from employee personnel records any reference to employee engaging in union activity
625-8817-0200-0000	Rescind transfer	<u>625-8817-6000-0000</u>	Remove discriminatory warning notices from personnel files
625-8817-0300-0000	Rescind changes in work schedule	<u>625-8817-6100-0000</u>	Expunge references to disciplinary action from employee's records
<u>625-8817-0400-0000</u>	Rescind unlawful rules against union activity and/or protected activity	<u>625-8817-6200-0000</u>	Notify employee that discriminatory disciplinary action is expunged from record
625-8817-0500-0000	Rescind bonus payment		
625-8817-0600-0000	Rescind or amend unlawful savings or profit sharing plan		
<u>625-8817-0700-0000</u>	Rescind or make compensation payments		
625-8817-0800-0000	Instruct employees that violence or threats thereof will not be tolerated		
625-8817-0900-0000	Hire discriminatee		
625-8817-1000-0000	Reinstate independent contract of employee's relative and pay whatever sums are required thereunder		
<u>625-8817-1200-0000</u>	Permit union to address employees on company time		

625-8817-6300-0000	Expunge from employee personnel records that he quit employ	625-8817-9560-0000	Safe method of keeping warm
625-8817-6400-0000	Expunge from employee's personnel records reference to ineligibility for employment	625-8817-9580-0000	Smoking privileges
625-8817-6500-0000	Notify Regional Director and employee of references given to any employer or prospective employer	625-8817-9600-0000	Cease harassment of employees
625-8817-6600-0000	Destroy application forms containing unlawful interrogation	<u>625-8817-9700-0000</u>	Grant access to union representatives
<u>625-8817-6700-0000</u>	Notify employees that unlawful disciplinary action against them will not be used as basis for future action against them	625-8833 SECTION 8(a)(2)	
625-8817-7000-0000	Notify employees that use of application forms containing unlawful interrogation has been discontinued	625-8833-0100-0000	Generally
625-8817-7200-0000	Promote discriminatee	<u>625-8833-1400-0000</u>	Disestablish company union
625-8817-7500-0000	Notify state unemployment agency that Board found employee was discriminatorily discharged	<u>625-8833-2800-0000</u>	Withdraw and withhold recognition
625-8817-7900-0000	Notify employees that absence slips given to strikers will not be used for disciplinary purposes	<u>625-8833-2833-0000</u>	Until certified
625-8817-8100-0000	Notify union organizer or representative that he may shop at employer's stores	625-8833-2867-0000	Permanent withdrawal of recognition ordered where
<u>625-8817-8200-0000</u>	Cease soliciting false testimony	<u>625-8833-2867-2500</u>	Employer dominated union
625-8817-8300-0000	Instruct supervisors to cease counseling or advising employees concerning rights under Act	<u>625-8833-2867-3700</u>	Employer assisted union
625-8817-8500-0000	Instruct supervisors to comply with Board notice	625-8833-2867-5000	Union, as employer, unlawfully assisted own local
<u>625-8817-8700-0000</u>	Instruct supervisors to withdraw from, or refrain from joining, any employee association	<u>625-8833-2867-7500</u>	Union cannot represent employees because of conflict of interest
625-8817-8800-0000	Disband employee grievance committee	625-8833-4200-0000	Rescind contract
<u>625-8817-8900-0000</u>	Orders concerning solicitation and/or distribution rules	625-8833-4700-0000	Restitution for wages and benefits under contract
625-8817-9000-0000	Notify employees that plant will not be closed if union wins election	<u>625-8833-4900-0000</u>	Cease giving effect to authorizations
625-8817-9100-0000	Disavow threats of reprisal by outsiders	625-8833-5200-0000	Cease making plant facilities available to assisted union for meeting purposes
<u>625-8817-9200-0000</u>	Cease threatening employees with discharge or other adverse action or taking such actions	625-8833-5600-0000	Cease recognition when contract expires
625-8817-9250-0000	Because employee requests representative at interview	625-8833-6300-0000	Permit non-employee union organizers access to employees parking lot
<u>625-8817-9300-0000</u>	Award backpay for reduction in hours worked or pay raise withheld	625-8833-6600-0000	Provide outside union with updated employee list
<u>625-8817-9400-0000</u>	Effectuate benefits unlawfully withheld	625-8833-7000-0000	Advise employees that they may resign from union
<u>625-8817-9500-0000</u>	Restore benefits and working conditions	625-8833-7300-0000	Advise employees of their Section 7 rights
625-8817-9510-0000	Merit Increases	625-8833-7700-0000	Provide outside union access to plant premises and/or bulletin boards
625-8817-9515-0000	Cost of living adjustment program	<u>625-8833-7900-0000</u>	Cease dealing with supervisor as union agent
625-8817-9520-0000	Living quarter in company owned facility	625-8833-8400-0000	Election order
625-8817-9530-0000	Free meals	625-8833-8800-0000	Inform employees solicitation for union will not be permitted
625-8817-9540-0000	Privilege of borrowing small sums of money	<u>625-8833-9200-0000</u>	Reimbursement of dues paid under contract
		625-8833-9300-0000	Reimburse U for loss of health and welfare, pension plan and other payments
		625-8850 SECTION 8(a)(3)	
		<u>625-8850-0100-0000</u>	Generally
		<u>625-8850-0200-0000</u>	Bargain with representative
		625-8850-0300-0000	Withdraw and withhold recognition
		<u>625-8850-0500-0000</u>	Permit union to address employees on company time
		<u>625-8850-0600-0000</u>	Transfer or offer to transfer employees or equipment
		<u>625-8850-0700-0000</u>	Offer employment to applicant

625-8850-0800-0000	Respondent to notify immediate employer of discriminatee that discriminatee may enter Respondent's premises	625-8850-4010-0000	Suspension
<u>625-8850-0900-0000</u>	Offer and process application for employment	625-8850-4020-0000	Superseniority and/or other benefits for union officials or stewards
<u>625-8850-1000-0000</u>	Grant union reasonable access to bulletin boards	625-8850-4040-0000	Statements in booklets that union members are excluded from
625-8850-1200-0000	Grant union companywide access to bulletin boards	625-8850-4040-2500	Medical plans
<u>625-8850-1500-0000</u>	Give union list of employees' names and addresses	625-8850-4040-5000	Pension plans
625-8850-2000-0000	Election directed on union's request without showing of interest	625-8850-4040-7500	Retirement income plans
<u>625-8850-2300-0000</u>	Reopen unlawfully closed plant	625-8850-4060-0000	Granting of sick leave
<u>625-8850-2500-0000</u>	Resume discriminatorily discontinued position or operations	<u>625-8850-4070-0000</u>	Written warning system
625-8850-2550-0000	If majority of discriminatees request reinstatement	<u>625-8850-4080-0000</u>	Layoffs
625-8850-3000-0000	Restore benefits and privileges	625-8850-4085-0000	Denial of internal discharge appeals procedure
625-8850-3005-0000	Seniority	625-8850-4090-0000	Educational assistance program
<u>625-8850-3009-0000</u>	Pre-discriminatory wage rate	<u>625-8850-4300-0000</u>	Extension of contract coverage
<u>625-8850-3010-0000</u>	Wage increase	<u>625-8850-4500-0000</u>	Expunge discriminatory action, or claimed basis thereof, from record
625-8850-3012-0000	Money distribution under joint earnings plan	<u>625-8850-4600-0000</u>	Notify employee that discriminatory disciplinary action is expunged from record
625-8850-3015-0000	Safe method of keeping warm	625-8850-4700-0000	Relocation expenses
625-8850-3020-0000	Living quarters in company housing	<u>625-8850-5000-0000</u>	Assign work on nondiscriminatory basis
625-8850-3025-0000	Former rents charged for company housing	625-8850-5100-0000	Preferential hiring list
625-8850-3030-0000	Privilege of borrowing small sums of money	625-8850-5500-0000	Lay off union members in proportion to percentage of union members in plant
625-8850-3035-0000	Keys to plant	625-8850-5550-0000	Make whole any disproportionate number of union members laid off
625-8850-3040-0000	Service credit	625-8850-6000-0000	Grant discriminatees sick leave benefits on same basis as other employees
<u>625-8850-3045-0000</u>	Vacations and vacation pay	625-8850-6200-0000	Reestablish position
<u>625-8850-3050-0000</u>	Work schedules	625-8850-6500-0000	Restore discriminatee to layoff list
625-8850-3055-0000	Coffeebreaks	625-8850-7000-0000	Make Social Security payments which other employers would have made for discriminatee but for employer's unfair labor practice
625-8850-3056-0000	Employee grievance committee	625-8850-7500-0000	Make payments to union welfare and pension funds which would have been made if not illegally terminated
625-8850-3060-0000	Free coffee	625-8850-7700-0000	Make payment for discriminatees' idle equipment
625-8850-3065-0000	Coffee and soft drink machines	<u>625-8850-8000-0000</u>	Promote discriminatee
<u>625-8850-3065-5000</u>	Restore, return to operation, and maintain	625-8850-8200-0000	Restore demoted employee to former job classification and pay
625-8850-3070-0000	Cleanup time before quitting	625-8850-8300-0000	Restore status of discriminatees disciplined for unexcused absences
625-8850-3075-0000	Hours of work	625-8850-8500-0000	Dismiss discriminatorily instituted eviction proceedings against employees who live in company housing
<u>625-8850-3078-0000</u>	Disability leave benefits	625-8850-8700-0000	Notify regional office and charging party of any adverse personnel action regarding returned discriminatees
<u>625-8850-3080-0000</u>	Sick leave benefits	625-8850-9000-0000	Notify employees who live in company housing of withdrawal of discriminatory eviction notices
625-8850-3085-0000	Christmas bonus		
625-8850-3088-0000	Health and hospitalization insurance		
<u>625-8850-3090-0000</u>	Overtime		
625-8850-3092-0000	Internal discharge appeals procedure		
625-8850-3095-0000	Restoration conditioned on wishes of employees		
<u>625-8850-3500-0000</u>	Grant Union access to nonwork areas during nonworking time		
625-8850-4000-0000	Rescind discriminatory policy		
<u>625-8850-4005-0000</u>	Allow unreinstated strikers to bid on job vacancies		

625-8850-9500-0000	Notify discriminatees that they will be credited with accrued seniority for all purposes for which it is relevant	<u>625-8883-2837-0000</u>	Make payments into trust fund
<u>625-8867</u>	SECTION 8(a)(4)	<u>625-8883-2838-0000</u>	No rescission when changes beneficial to employees
625-8867-0100-0000	Generally	<u>625-8883-2850-0000</u>	Resume deduction and/or transmittal of dues pursuant to checkoff
625-8867-3300-0000	Cease prosecuting legal action	<u>625-8883-2850-5000</u>	Reimburse union for dues not transmitted
625-8867-5000-0000	Remove from employee's personnel file investigatory documents concerning work performance	625-8883-2855-0000	Enforcing previously unenforced work rules
625-8867-7500-0000	Permission to use premises for union meeting	625-8883-2862-0000	Wage progression system
<u>625-8883</u>	SECTION 8(a)(5)	<u>625-8883-2863-0000</u>	Reinstate pension and/or other benefit plans
<u>625-8883-0100-0000</u>	Generally	625-8883-2873-0000	Allow union to communicate with employees
<u>625-8883-0400-0000</u>	Execute, honor, or assume contract	625-8883-2875-0000	Restore union representative's right of access to plant
625-8883-0500-0000	Expunge invalid disciplinary records	625-8883-2881-0000	Assign to union's unit employees work awarded by employer to other unit employees
625-8883-0700-0000	Remove from files reference to unlawful layoffs resulting from subcontracting of unit work	<u>625-8883-2887-0000</u>	Reinstate number of hours worked as they existed
<u>625-8883-0800-0000</u>	Resume bidding for work	<u>625-8883-2899-0000</u>	Reinstate group insurance plan
625-8883-1000-0000	Take certain action with regard to individual employment contracts	625-8883-2900-0000	Preferential hiring
625-8883-1100-0000	Furnish union with names and addresses of employer-association members	625-8883-3200-0000	Correct agreement by incorporating omitted agreed-upon provision
<u>625-8883-1200-0000</u>	Terminate or rescind present arrangements	625-8883-3500-0000	Furnish budget expenditures for nonunit work
625-8883-1300-0000	Furnish data concerning employment aptitude tests	<u>625-8883-4200-0000</u>	Restore benefits and privileges
<u>625-8883-1400-0000</u>	Resume discontinued operations or restore relocated operations	625-8883-4206-0000	Merit increases
<u>625-8883-1500-0000</u>	Grant wage increase	625-8883-4209-0000	Profit-sharing plan
<u>625-8883-1600-0000</u>	Terminate subcontracting and resume operation	625-8883-4212-0000	Prior basis of deducting taxes from employees' paychecks
<u>625-8883-1700-0000</u>	Prohibition of future unilateral conduct without bargaining	625-8883-4225-0000	Paid coffeebreaks
<u>625-8883-1800-0000</u>	Reinstate cancelled or expired contracts	625-8883-4237-0000	Accelerated reclassification
<u>625-8883-1900-0000</u>	Furnish wage and related data	625-8883-4250-0000	Former rents for company housing
625-8883-2000-0000	Reinstate pension or insurance plan administrator	<u>625-8883-4256-0000</u>	Health care services and benefits
<u>625-8883-2100-0000</u>	Furnish subcontracting and related data	<u>625-8883-4262-0000</u>	Paid holidays
625-8883-2200-0000	Honor contract executed by employer association	625-8883-4268-0000	Bonus
<u>625-8883-2300-0000</u>	Reinstate and make whole employees terminated without bargaining with representative	625-8883-4275-0000	Privilege of charging purchases
<u>625-8883-2400-0000</u>	Pay damages as compensation for refusal to bargain	625-8883-4281-0000	Employee discount
625-8883-2500-0000	Grant representation status at new location	625-8883-4287-0000	Privilege of hunting on employer's forest preserve
<u>625-8883-2600-0000</u>	Pay backpay because of discontinuance of operations	625-8883-4294-0000	Hot lunch program
625-8883-2700-0000	Pay relocation expenses	<u>625-8883-4500-0000</u>	Restoration of prior terms and/or restitution for unilateral changes
<u>625-8883-2800-0000</u>	Rescind unilateral changes	<u>625-8883-4525-0000</u>	For lost wages and benefits
625-8883-2812-0000	Grievance procedures	<u>625-8883-4550-0000</u>	Following expiration of contract
625-8883-2825-0000	Disciplinary or other action taken without consulting union	<u>625-8883-4575-0000</u>	By successor
<u>625-8883-2831-0000</u>	Restore eliminated jobs	<u>625-8883-4580-0000</u>	By successor and predecessor, jointly and severally
<u>625-8883-2834-0000</u>	By successor	<u>625-8883-4700-0000</u>	Furnish information related to processing grievances
		<u>625-8883-4900-0000</u>	Process grievance
		<u>625-8883-5300-0000</u>	Reinstate employer's earlier contract proposals or bargain over new contract

625-8883-5400-0000	Cease solicitation for dominated or assisted union	625-8883-8400-0000	Reimburse members of union negotiating committee for wages lost while attending negotiating sessions
<u>625-8883-5600-0000</u>	Grant union representative access to plant	<u>625-8883-8500-0000</u>	Bargain within a time certain from date of Board order
<u>625-8883-5633-0000</u>	Access to company bulletin board	625-8883-8600-0000	Bargain on a specific schedule until agreement or impasse
625-8883-5667-0000	Make available suitable facilities for employee meetings	625-8883-8633-0000	Bargain on consecutive days
<u>625-8883-6300-0000</u>	Provide union with list of names and addresses of bargaining unit employees	625-8883-8667-0000	Bargain for a minimum number of hours per week
625-8883-6400-0000	Furnish data concerning complaints filed with government agencies	625-8883-8700-0000	Consent to a request that an FMCS representative be present
625-8883-6500-0000	Furnish information and reports filed with government agencies	625-8883-8800-0000	Periodically submit bargaining progress report
<u>625-8883-6600-0000</u>	Furnish union access to confidential information; merger and consolidation	<u>625-8883-9200-0000</u>	Compensate employees for unlawful refusal to bargain
625-8883-6700-0000	Give union information concerning retirees	625-8883-9250-0000	Not within board's authority
625-8883-7000-0000	Give unit employees opportunity to try out for jobs operating new equipment	<u>625-8883-9300-0000</u>	Reimburse union for loss of health, welfare, pension plan and other payments
<u>625-8883-7500-0000</u>	Restitution for wages and benefits under contract	625-8883-9400-0000	Remedial election
625-8883-8300-0000	Board-appointed arbitrator to determine disputes during negotiations	<u>625-8883-9500-0000</u>	Reinstatement of expired or retroactively effective contracts
		<u>625-8883-9600-0000</u>	Reimburse union for loss of dues not checked off
		625-8883-9800-0000	Discharge of employees who had not complied with requirements of union security agreement

650 ORDERS AGAINST UNIONS

650-1100 CEASE-AND-DESIST ORDERS

650-1101 GENERALLY

650-1125 BROAD ORDERS

- 650-1125-0100-0000** Generally
- 650-1125-0125-0000** Ineffectiveness of post Board and court orders
- 650-1125-0137-0000** Reliance on union policy leading to violations
- 650-1125-0150-0000** Proclivity to violate Act as basis for broad order
- 650-1125-0900-0000** In any other manner restraining or coercing employees
- 650-1125-1800-0000** Restraining or coercing employees of any other employer
- 650-1125-2200-0000** By any other means threatening, coercing or restraining
- 650-1125-2700-0000** Causing any other employer to discriminate
- 650-1125-3200-0000** In any manner or by any means inducing or encouraging any individual
- 650-1125-3600-0000** Inducing or encouraging any individual employed by secondary employer or by any other person
- 650-1125-4100-0000** Threatening, coercing, or restraining secondary employer or any other person
- 650-1125-4500-0000** Picketing any other employer
- 650-1125-5400-0000** To force or require primary employer, or any other person, to bargain with union
- 650-1125-6300-0000** To force or require secondary employer, or any other person, to cease doing business with primary employer or any other person
- 650-1125-6700-0000** To force or require secondary employer, or any other person to cease using, etc., or otherwise dealing in products of primary employer
- 650-1125-6900-0000** To cease using, etc., or otherwise dealing in products of primary employer, or any other person
- 650-1125-7200-0000** Any other employer or any other person in union's territorial jurisdiction
- 650-1125-7500-0000** Imposing unlawful fines in dealing with employees of employer or any other employer
- 650-1125-7800-0000** Maintaining and enforcing seniority preference provision
- 650-1125-8100-0000** Any other employer over whom Board would assert jurisdiction
- 650-1125-9000-0000** Any member of multi-employer association
- 650-1125-9500-0000** Cease acting as representative of any employer presently validly represented unless and until certified

650-1150 NARROW ORDERS

650-1175 CEASE-AND-DESIST ORDERS RELATING TO SPECIFIC VIOLATIONS

- 650-1175-2500-0000** Superseniority

650-1600 ORDERS TO ALLEVIATE EFFECT OF FRIVOLOUS LITIGATION

650-1601 GENERALLY

- 650-1601-5000-0000** Board authority

650-1633 WHAT CONSTITUTES FRIVOLOUS LITIGATION

650-1667 TYPES OF ORDER PROVISIONS

- 650-1667-5000-0000** Reimbursement of litigation expenses

650-2200 ORDERS RELATING TO AGREEMENTS

650-2201 GENERALLY

650-2210 ORDERS RELATING TO EMPLOYEES' VIOLATION OF CONTRACTUAL PROVISION

650-2215 ORDER CONCERNING CONTRACTUAL BENEFITS

650-2217 ORDER CONCERNING AGREEMENT BY EMPLOYER TO MAKE KICKBACK PAYMENTS TO UNION

650-2220 INVALIDATION OF ILLEGAL UNION-SECURITY CLAUSE

- 650-2220-5000-0000** Notify employer that union no longer considers illegal provisions to be in effect or binding

650-2240 INVALIDATION OF CLAUSE PROHIBITING PROMOTION TO SUPERVISOR OF ANY EMPLOYEE AGAINST WHOM UNION CHARGES ARE PENDING

650-2250 INVALIDATION OF OTHER DISCRIMINATORY CLAUSES

650-2260 INVALIDATION OF CONTRACTS WITH INDIVIDUAL MEMBERS OF MULTI-EMPLOYER ASSOCIATION

650-2280 INVALIDATION OF "HOT CARGO" AGREEMENT

650-2290 INVALIDATION OF FUTURE CONTRACT DISPUTE RESOLVING PROCEDURES

650-3300 ORDERS RELATING TO REINSTATEMENT

650-3310 NOTIFYING EMPLOYER AND DISCRIMINATEE THAT UNION HAS NO OBJECTIONS TO, AND REQUESTS, REINSTATEMENT OF DISCRIMINATEE

650-3320 NOTIFY EMPLOYER AND DISCRIMINATEE THAT UNION HAS NO OBJECTIONS TO, AND REQUESTS, EMPLOYMENT OF DISCRIMINATEE

- 650-3320-5000-0000** Notify employer and discriminatee that union will not discriminate against him in referral for employment

650-3325 NOTIFY EMPLOYER AND DISCRIMINATEE THAT UPON LATTER'S FULFILLMENT OF SECURITY REQUIREMENTS, UNION WILL RESTORE EMPLOYEE TO REFERRAL PRIVILEGES

650-3330 NOTIFY ANOTHER UNION THAT RESPONDENT UNION HAS NO OBJECTION TO CLEARANCE OF BLACKLIST INDIVIDUALS FOR EMPLOYMENT

650-3340 RESTORE DISCRIMINATEE'S NAME TO REFERRAL LIST

<u>650-3350</u>	RESTORE DISCRIMINATEE'S JOB DISPATCH PRIVILEGES AT HIRING HALL	650-4450-2550-0000	Date discriminatee requested union to present grievance
<u>650-3360</u>	ISSUE WORK PERMIT TO EMPLOYEE UPON TENDER OF UNIFORM REFERRAL FEE	650-4450-2575-0000	Beginning of 10(b) period
<u>650-3370</u>	REFER DISCRIMINATEE FOR EMPLOYMENT ON PREFERENTIAL BASIS	650-4450-5000-0000	End of period
<u>650-3380</u>	REFER DISCRIMINATEE FOR EMPLOYMENT ON NONDISCRIMINATORY BASIS	<u>650-4450-5009-0000</u>	Union notification of employer and discriminatee that it has no objection to discriminatee's reinstatement, reemployment or employment
650-3380-5000-0000	Notify discriminatee that job assignments will be available to him on nondiscriminatory basis	650-4450-5018-0000	Union notification of employer that it has no objection to restoration of discriminatee's seniority
<u>650-3390</u>	AFFIRMATIVE DEFENSES	650-4450-5020-0000	Date union notifies employer that it has no objection to assignment to job discriminatee was deprived of under unlawful superseniority contract clause
650-3390-1700-0000	Good faith	650-4450-5023-0000	Date union notified discriminatee and employer that it would make hiring hall available on nondiscriminatory basis
650-3390-3300-0000	Discriminatees participated in respondent union's strike	650-4450-5027-0000	Date discriminatee refuses reinstatement or referral
<u>650-3390-5000-0000</u>	Discriminatee acquiesced in own union's hiring hall system	650-4450-5031-0000	Date discriminatee discontinues applying to hiring hall
650-3390-6700-0000	Discriminatee left union's territorial jurisdiction	650-4450-5036-0000	Date employer discontinues operations
650-3390-8300-0000	Discriminatee no longer desires work within union's territorial jurisdiction	650-4450-5045-0000	Date discriminatee starts own business
<u>650-4400</u>	BACKPAY ORDERS	650-4450-5049-0000	Date that employment of discriminatees would have ceased as result of completion of construction project
<u>650-4401</u>	GENERALLY	650-4450-5054-0000	Date of completion of construction project to which discriminatee might have been transferred absent discrimination (See 650-4450-5049)
<u>650-4408</u>	PERSONS ENTITLED TO BACKPAY (SEE HEADINGS UNDER 625-3900)	650-4450-5059-0000	Two weeks after union allowed discriminatee to sign hiring hall job register or one week after union notifies discriminatee of right to take examination
<u>650-4412</u>	AS REMEDY FOR PICKET LINE MISCONDUCT	<u>650-4450-5063-0000</u>	Date union fulfills duty of fair representation
<u>650-4412-5000-0000</u>	Not appropriate	650-4450-5066-0000	Date discriminatee would have left employ of employer
<u>650-4413</u>	AS REMEDY FOR SECTION 8(e) VIOLATIONS	650-4450-5070-0000	Date which discriminatee is referred to job substantially equivalent to that to which he was not referred
650-4413-5000-0000	Not appropriate	650-4450-5072-0000	Date discriminatee obtains substantially equivalent employment elsewhere or is reinstated by employer
<u>650-4416</u>	SUCCESSOR UNION	650-4450-5081-0000	Date of conviction for crime
<u>650-4417</u>	JOINT BACKPAY LIABILITY	650-4450-5090-0000	Date of misconduct barring reinstatement
650-4417-0100-0000	Generally	650-4450-7500-0000	Tolling (See headings under 625-4450-7500)
650-4417-2000-0000	International and/or local and/or district council	<u>650-4467</u>	AFFIRMATIVE DEFENSES
650-4417-3000-0000	Locals of same international	650-4467-1700-0000	Good faith
650-4417-6000-0000	Union and business agent	<u>650-4467-1800-0000</u>	Employer refused to reinstate discriminatee discharged pursuant to union security clause
650-4417-6050-0000	Agent or members not personally liable	650-4467-3300-0000	Discriminatees participated in respondent union's strike
650-4417-8000-0000	Union and employer	650-4467-5000-0000	Discriminatees acquiesced in own union's hiring hall system
<u>650-4417-8025-0000</u>	Jointly and severally liable	650-4467-6700-0000	Union attempted to help discriminatees find employment
650-4417-8025-2500	Union responsible up to time it requests reinstatement for employee discharged pursuant to union security clause; thereafter, employer responsible		
<u>650-4417-8025-5000</u>	Union should pay half if possible		
650-4417-8050-0000	Employer primarily, union secondarily liable		
650-4417-8075-0000	Union primarily, employer secondarily liable		
<u>650-4433</u>	COMPUTATION OF BACKPAY (SEE HEADINGS UNDER 625-4433)		
<u>650-4450</u>	BACKPAY PERIOD		
650-4450-2500-0000	Beginning of period		
650-4450-2525-0000	Date of discrimination caused by union		

<u>650-4467-7200-0000</u>	Employee would have been laid off, discharged, or refused employment for nondiscriminatory reasons	650-5588	JOINT LIABILITY OF UNION AND EMPLOYER
<u>650-4467-7500-0000</u>	Unfair labor practice involves solely interference with employee's right of ingress to his place of employment	650-5591	PERSONS SUBJECT TO ORDER
650-4467-8300-0000	Failure of employee to request referral slip from proper business agent	650-5594	MONETARY PENALTIES IMPOSED ON EMPLOYER
650-4483	ULPS INVOLVED	650-5596	ORGANIZING EXPENSES OF RIVAL UNION
650-4483-1700-0000	Causing discrimination	650-5597	EXPENDITURES MADE BY EMPLOYER UNDER INDIVIDUAL CONTRACT THAT EMPLOYER WOULD NOT HAVE MADE UNDER MULTI EMPLOYER OR INTERNATIONAL UNION CONTRACT
<u>650-4483-2500-0000</u>	Refusing to process grievance	650-5598	MAKE WHOLE REMEDY
<u>650-4483-3300-0000</u>	Breach of duty of fair representation	650-6600	BARGAINING ORDERS
650-4483-4000-0000	Frustration of Board action	650-6601	GENERALLY
<u>650-4483-5000-0000</u>	Illegal fines	650-6625	EMBODY UNDERSTANDING IN SIGNED AGREEMENT
650-4483-6700-0000	Causing loss of earnings by injuring employee	650-6650	SIGN AGREED CONTRACT
650-4483-7500-0000	Causing loss of shifts of work	650-6675	BARGAIN WITHOUT INSISTING ON NONMANDATORY SUBJECT
650-4483-8300-0000	Preventing employee from getting to work	650-7700	NOTICE PROVISIONS
650-5500	REIMBURSEMENT ORDERS	650-7701	GENERALLY
650-5511	DUES, INITIATION FEES, AND ASSESSMENTS	650-7714	TIME OF POSTING
650-5512	SERVICE FEES OR ASSESSMENTS IMPOSED ON NONMEMBERS	650-7728	PLACE OF POSTING
650-5522	HIRING HALL FEES	<u>650-7728-0700-0000</u>	Notice to be mailed to employer to post if willing
650-5522-3300-0000	Service or referral fees	650-7728-1400-0000	Offices of sister local
650-5522-6700-0000	Work permit fees	<u>650-7728-2100-0000</u>	Union's local business office
650-5527	ALLEGED FINES FOR POSTRESIGNATION CONDUCT	650-7728-2400-0000	International union's business offices
650-5533	SUPPORT MONEY	<u>650-7728-2800-0000</u>	Union meeting halls
650-5534	MEDICAL INSURANCE OR EXPENSE	650-7728-3500-0000	Halls in or near plants where ULPs occurred
650-5544	STRIKE ASSESSMENTS	650-7728-4200-0000	All offices of union in city where ULPs occurred
650-5555	REINSTATEMENT FEES	650-7728-4900-0000	All halls and offices of local and international
650-5566	ILLEGAL FINES OR MONEYS UNLAWFULLY WITHHELD	650-7728-5200-0000	Customary posting places of trades council and affiliated locals
650-5570	LITIGATION COSTS AND EXPENSES	650-7728-5600-0000	District union ordered to send notice to each local for posting
<u>650-5570-0100-0000</u>	Generally	650-7728-6300-0000	Premises of secondary employer
<u>650-5570-5000-0000</u>	Types of litigation expenses	<u>650-7728-7000-0000</u>	Bulletin board of secondary employer
650-5577	WELFARE PENSION AND OTHER FUND PAYMENTS	<u>650-7728-7700-0000</u>	All construction projects of employers within union's jurisdiction
650-5577-5000-0000	Credit to welfare fund hours lost by union's denial of overtime	650-7728-8400-0000	Notice to be sent to each of several employers among whom employees involved frequently shift employment
650-5577-7500-0000	Credit to pension fund for past service	650-7728-9100-0000	New plant
650-5578	VACATION PAY	650-7742	MANNER OF NOTICE
650-5579	WAGES PAID FOR WORK NOT PERFORMED - 8(b)(6)	<u>650-7742-2500-0000</u>	Mailed
650-5580	EXPENDITURES INCURRED IN EMPLOYMENT OF UNWANTED UNION MEMBER - 8(b)(6)	650-7742-5000-0000	Published in local newspaper of general circulation
650-5581	COMPENSATION PAID TO SUBSTITUTE FOREMEN UNDER DUAL SUPERVISION SYSTEM	650-7742-6200-0000	Published in trade journals
650-5582	LOSS OF EARNINGS	<u>650-7742-7500-0000</u>	Published in union publication
650-5583	PAYMENTS MADE BY EMPLOYER TO EMPLOYEES UNDER ILLEGAL CONTRACT CLAUSE	650-7742-8700-0000	Read notice at regular membership meeting
650-5584	BARGAINING EXPENSES OF EMPLOYER	650-7742-9900-0000	Other methods
650-5585	PROFITS , WAGE LOSS , AND DAMAGES DUE TO STRIKE	650-7756	PERSONS REQUIRED TO POST NOTICES

650-7756-2800-0000	District union ordered to send notice to each local for posting	<u>650-8811-3316-0000</u>	Rescind and or refund unlawful fines, fees or assessments
<u>650-7756-4200-0000</u>	District union ordered to send notice to trades council and members thereof	650-8811-3318-0000	Rescind suspension
650-7756-5600-0000	District union ordered to send notice to area Central Labor Union	650-8811-3319-0000	Rescind unlawful charges
650-7756-7000-0000	International union ordered to send notice to locals	<u>650-8811-3320-0000</u>	Keep records on hiring and referral operations and/or allow for inspection and copying; allocation of costs
650-7756-8400-0000	Notice to be sent to all unions representing employees of primary and secondary employers	<u>650-8811-3320-5000</u>	Establish objective criteria under which referral system is to be operated
<u>650-7770</u> PERSONS REQUIRED TO SIGN NOTICES		650-8811-3322-0000	Notify discriminatee of deletion from records of references to unlawful discrimination
650-7770-1200-0000	Individuals found union agents	<u>650-8811-3324-0000</u>	Expunge unlawful discipline from records
<u>650-7770-2500-0000</u>	Union business agent	650-8811-3328-0000	Notify reinstated disciplined member of remedial action taken
650-7770-5000-0000	Members of strike committee	650-8811-3330-0000	Make request to arbitrator
650-7770-7500-0000	Union secretary-treasurer	650-8811-3332-0000	Publish notice that unlawful product boycott has been ended
<u>650-7784</u> FORM AND CONTENTS OF NOTICE		<u>650-8811-3333-0000</u>	Reimburse dues paid under contract
650-7784-0600-0000	Inclusion of nonadmission clause	650-8811-3334-0000	Reimburse employee for comparable health insurance secured at own expense
<u>650-7784-1200-0000</u>	In foreign language	<u>650-8811-3335-0000</u>	Reimburse employee for backpay
650-7784-2500-0000	In simple language	650-8811-3337-0000	Provide insurance coverage
650-7784-3700-0000	Union does not object to, and requests, reinstatement or employment of discriminatee	650-8811-3338-0000	Provide forms to Ees which are required in prosecution of Ee grievances
650-7784-4300-0000	Union does not object to discriminatee's job classification	650-8811-3339-0000	Return unlawfully coerced checkoff authorization to employees
650-7784-5000-0000	Union requests members to handle goods or perform services	650-8811-3343-0000	Remedy discriminatory enforcement of group classifications for job referrals
650-7784-6200-0000	Union requests members to work with nonunion employee	650-8811-3347-0000	Notify employer to stop honoring unlawfully coerced checkoff authorizations
650-7784-6700-0000	Union will not include unlawful provision in contracts in future	650-8811-3350-0000	Notify International of withdrawal of charges filed against discriminatee
650-7784-6800-0000	Contract provisions found unlawful will be given no further force or effect	650-8811-3353-0000	Notify discriminatee that unlawful discrimination will not be used as basis for future action against discriminatee
650-7784-7100-0000	Union will not insist to impasse on nonmandatory subject of bargaining	<u>650-8811-3354-0000</u>	Notify employees of their lawful union security obligations
650-7784-7500-0000	Employees are not bound by illegal provisions of union rules	<u>650-8811-3355-0000</u>	Notify employees that they are free to withdraw from union
650-7784-8200-0000	Union is notifying Union applicants of their rights to return of fees and application forms	650-8811-3357-0000	Inform government agency of Board action
650-7784-8500-0000	Union withdraws its objections to discriminatees' employment	650-8811-3359-0000	Make whole estate of deceased employee
650-7784-8700-0000	Union withdraws any request for unlawful work stoppage	<u>650-8811-3362-0000</u>	Process grievance to arbitration
<u>650-8200</u> REPAY MONETARY PENALTIES IMPOSED ON EMPLOYER FOR USE OF NONUNION MATERIALS		650-8811-3363-0000	Merger of locals
<u>650-8800</u> AFFIRMATIVE ORDERS RELATING TO SPECIFIC VIOLATIONS		<u>650-8811-3364-0000</u>	Permit members to have their own counsel at arbitration proceeding
<u>650-8811</u> SECTION 8(b)(1)		<u>650-8811-3366-0000</u>	Pay reasonable fees of counsel for grievant's participation in arbitration proceeding
650-8811-3300-0000	Section 8(b)(1)(A)	<u>650-8811-3367-0000</u>	Litigation expenses
<u>650-8811-3301-0000</u>	Generally	650-8811-3367-5000	Pay counsel fees for union disciplinary proceedings
650-8811-3308-0000	Reinstate expelled member	<u>650-8811-3368-0000</u>	Reimburse employees for travel expenses
650-8811-3312-0000	Reinstate or rescind member's election or appointment (See also 650-8811-3395)		
650-8811-3314-0000	Cease accepting recognition and/or cease giving effect to collective bargaining agreement		

650-8811-3370-0000	Notify members that union has no objection to their working with non-union employees and requests them to do so	650-8822-1800-0000	Notify employer that union withdraws objections to coverage of employee under welfare and pensions funds
650-8811-3372-0000	Request reinstatement of dischargee	650-8822-2200-0000	Notify employer that union withdraws its request for discharge of employee
650-8811-3374-0000	Resumption of employees' decertification efforts	650-8822-2400-0000	Notify discriminatee that unlawful discrimination will not be used as basis for future action against discriminatee
650-8811-3375-0000	Cease prosecuting internal union charges	650-8822-2500-0000	Notify discriminatee of deletion from records of references to unlawful discrimination
<u>650-8811-3376-0000</u>	Cease prosecuting court action	650-8822-2700-0000	Notify employees that they are not bound by unlawful union-security provision
650-8811-3378-0000	Revocation of certification	650-8822-2900-0000	Notify employer and discriminatee that union has no objection to assigning discriminatee job he was deprived of under unlawful superseniority contract clause
650-8811-3379-0000	Prohibit designation of particular individual union agents as bargaining representatives	<u>650-8822-3100-0000</u>	Notify employer and discriminatee that union has no objection to reinstatement or hire of discriminatee
650-8811-3381-0000	Cease granting superseniority and/or other benefits to union officials or stewards	<u>650-8822-3200-0000</u>	Notify employer, Regional Director, and discriminatee that union no longer objects to latter's employment
650-8811-3385-0000	Propose contract provisions prohibiting racial discrimination	650-8822-3300-0000	Cease maintaining or giving effect to bargaining agreement unless or until certified
<u>650-8811-3387-0000</u>	Abolish unlawfully maintained provision of constitution and bylaws	650-8822-3400-0000	Request reinstatement of employee
650-8811-3390-0000	Cease issuing authorization cards	650-8822-3500-0000	Cease filing grievances for invalid reasons
650-8811-3391-0000	Cease using dual-purpose membership/checkoff cards	650-8822-3600-0000	Specify in contract lawful union rules incorporated, or unlawful rules not incorporated, therein
<u>650-8811-3392-0000</u>	Cease making threats	650-8822-4500-0000	Keep records of hiring and referral operations
650-8811-3393-0000	Remove unlawfully imposed trusteeship	650-8822-4533-0000	Make records available to Regional Director
<u>650-8811-3394-0000</u>	Cease ratifying , condoning , adopting , or failing to disavow unlawful conduct	<u>650-8822-4550-0000</u>	Establish objective criteria under which referral system is to be operated
650-8811-3395-0000	Allow member to participate in union affairs (See also 650-8811-3312)	650-8822-4567-0000	Submit quarterly reports concerning employment of discriminatees
650-8811-3397-0000	Remedial election	650-8822-4575-0000	Make records available to applicants
650-8811-6700-0000	Section 8(b)(1)(B)	650-8822-5000-0000	Making hiring hall registers available for inspection
650-8811-6701-0000	Generally	650-8822-5400-0000	Establish nondiscriminatory seniority list
650-8811-6717-0000	Reinstate expelled member	650-8822-5600-0000	Give special examination and reconstruct priority list
650-8811-6725-0000	Rescind unlawful suspension	650-8822-5800-0000	Cease discriminatorily appointing union stewards
<u>650-8811-6733-0000</u>	Rescind unlawful fine; refund fine	650-8822-5900-0000	Cease issuing authorization cards
<u>650-8811-6750-0000</u>	Expunge unlawful discipline from records	650-8822-6100-0000	Cease using single card for both membership application and checkoff authorization
650-8811-6767-0000	Rescind instructions not to deal with former union associates selected as bargaining representative by employer	650-8822-6300-0000	Direct trustees of welfare fund to pay welfare benefits to discriminatees
<u>650-8811-6775-0000</u>	Notify disciplined individual of revocation and rescission of discipline	650-8822-7200-0000	Notify employer and discriminatee that union requests employer to expunge reference to discriminatee's discharge as undesirable employee
650-8811-6783-0000	Notify employer's representative and employer that Union has no objection to representative's employment or selection as representative		
650-8811-6791-0000	Backpay		
<u>650-8822</u> Section 8(b)(2)			
650-8822-0100-0000	Generally		
650-8822-0900-0000	Notify employer and discriminatee that union has no objection to restoration of discriminatee's seniority		
650-8822-1300-0000	Notify stewards and members that work permits are not required as a condition of employment		

650-8822-7400-0000	Modify contract's seniority preference provisions	650-8833-6600-0000	Make employer whole for extra expenditures under contract which union forced employer to sign
650-8822-7500-0000	Expunge from membership rolls name of validly resigned member	<u>650-8833-7000-0000</u>	Rescind contract
650-8822-7600-0000	Expunge union record of unlawful layoff, discharge or other discipline	650-8833-7700-0000	Reimburse trust fund of multi-employer association for contributions which union forced employers to make to trust funds of rival association
650-8822-7700-0000	Expunge union record of dues and/or fines and assessment delinquencies against member	650-8833-8200-0000	Accept payments for insurance or benefit funds
<u>650-8822-7800-0000</u>	Expunge from records all adverse entries respecting discriminatee's suspension from job referrals	650-8833-8500-0000	Cease and desist from applying bylaws in an unlawful manner
650-8822-7900-0000	Reinstate to former priority status	650-8833-8800-0000	Reimburse members of multi-employer association for payments which union forced them to make to industry advancement fund of rival association
650-8822-8100-0000	Reinstate pension fund allocation	650-8833-9100-0000	Reimburse employer for payments made to industry advancement funds
650-8822-8500-0000	Cease granting superseniority and/or other benefits to union officials or stewards	<u>650-8833-9900-0000</u>	Cease using grievance and arbitration procedure to expand certified unit
650-8822-8900-0000	Reinstate discriminatee to better position	<u>650-8844</u> Section 8(b)(4)	
650-8822-9000-0000	Reinstate discriminatee as steward	650-8844-0100-0000	Generally
650-8822-9100-0000	Refer discriminatee to available employment and replace his name on job referral list	650-8844-1100-0000	Reinstate expelled member
650-8822-9300-0000	Appointment of monitor over hiring hall operations	650-8844-1700-0000	Rescind contract
<u>650-8822-9500-0000</u>	Make whole for any loss of pay because of discrimination	650-8844-2200-0000	Rescind unlawful fines
650-8822-9550-0000	As result of application of superseniority clause	650-8844-3300-0000	Expunge unlawful discipline from records
<u>650-8822-9700-0000</u>	Welfare, retirement, etc.	650-8844-4400-0000	Notify employees that they may work on former jobs
<u>650-8833</u> SECTION 8(b)(3)		650-8844-5500-0000	Withdraw support and sponsorship of secondary picketing
650-8833-0100-0000	Generally	650-8844-6600-0000	Withdraw support and sponsorship of "We do not patronize" list
650-8833-0600-0000	Cease and desist from applying agreement covering unit employees to unrepresented employees	650-8844-7200-0000	Cease striking for illegal objective
650-8833-1100-0000	Give new 8(d) notice to employer before striking	650-8844-7250-0000	Strike hiatus to dissipate effect of striking for illegal objective where legal objective present also
650-8833-1700-0000	Give 8(d) notice to federal and state mediation agencies before striking	650-8844-7700-0000	Notify members that union has no objection to their handling goods
650-8833-2200-0000	Notify employees that they are free to resume work without fear of reprisal or disciplinary action	650-8844-7725-0000	Withdraw previous instructions to contrary
<u>650-8833-2400-0000</u>	Execute agreed-upon contract	650-8844-7750-0000	Notify members that national agreement does not prohibit handling goods
650-8833-2700-0000	Execute contract with association sub-group	650-8844-7775-0000	Notify members that they will not be disciplined or discriminated against for handling goods
650-8833-2800-0000	Maintain contract without giving effect to illegal clauses	650-8844-8200-0000	Repay monetary penalties imposed on employer
650-8833-3300-0000	Execute contract without illegal clauses	650-8844-8500-0000	Cease and desist from applying bylaws in an unlawful manner
650-8833-4400-0000	Execute contract without clauses relating to nonmandatory subjects of bargaining	650-8844-8800-0000	Rescind bylaw provision adopted for unlawful purpose
<u>650-8833-5000-0000</u>	Execute same contract with individual employer which union executed with multiemployer association	650-8844-9600-0000	Reprint copy of notice in national publication
650-8833-5500-0000	Offer or execute same contract with multi-employer association which union executed with individual members thereof	<u>650-8855</u> SECTION 8(b)(5)	
650-8833-6100-0000	Furnish information relevant to bargaining process	650-8855-0100-0000	Generally
		650-8855-5000-0000	Rescind unlawful increase in initiation fees
		<u>650-8866</u> Section 8(b)(6)	
		650-8866-0100-0000	Generally
		650-8866-5000-0000	Reimburse employer for wages in excess of payment for work actually performed at normal rate

650-8877 SECTION 8(b)(7)

650-8877-0100-0000	Generally
650-8877-2500-0000	Section 8(b)(7)(A)
650-8877-2501-0000	Generally
650-8877-5000-0000	Section 8(b)(7)(B)
650-8877-5001-0000	Generally
650-8877-7500-0000	Section 8(b)(7)(C)

650-8877-7501-0000	Generally
--------------------	-----------

650-8888 SECTION 8(e)

<u>650-8888-0100-0000</u>	Generally
---------------------------	-----------

650-8892 SECTION 8(f)

650-8892-0100-0000	Generally
--------------------	-----------

650-8896 SECTION 8(g)

650-8896-0100-0000	Generally
--------------------	-----------

675 PROCEEDINGS TO DETERMINE BACKPAY LIABILITY (FOR COMPUTATION OF BACKPAY SEE HEADINGS UNDER 625-4433)

675-0100 GENERALLY
675-1000 BACKPAY SPECIFICATION PROCEEDINGS
675-1500 EFFECT OF FILING OF BANKRUPTCY PETITION AND OTHER RELATED JUDICIAL PROCEEDINGS
675-2000 TIME OF DETERMINATION
675-2025 COURT DECREE NOT PREREQUISITE
675-2050 DETERMINED IN ULP PROCEEDING
675-2075 DETERMINATION LEFT TO COMPLIANCE STAGE OR SUPPLEMENTARY PROCEEDING
675-2087 DETERMINATION LEFT TO BARGAINING BETWEEN PARTIES
675-4000 PLEADINGS
675-4012 CONTENTS OF BACKPAY SPECIFICATION
675-4012-5000-0000 General Counsel control of contents
675-4012-7500-0000 Appeal to Board in re General Counsel limitation of specification
675-4014 SERVICE OF BACKPAY SPECIFICATION, NOTICE OF HEARING
675-4015 IMPROPER OR LATE FILING OF, OR FAILURE TO FILE ANSWER
675-4025 SUFFICIENCY OF PLEADINGS
675-4025-0100-0000 Generally
675-4025-2000-0000 General denial insufficient
675-4025-2025-0000 Sufficient as to joint liability
675-4025-2050-0000 Sufficient as to interim earnings
675-4025-2500-0000 Adequacy of answer
675-4025-3000-0000 Abandonment of defense
675-4025-4000-0000 Grounds for disagreement must be stated
675-4025-6000-0000 Respondent must give correct backpay figure
675-4025-8000-0000 Respondent must plead matters within its knowledge
675-4025-8050-0000 Failure to deny or explain why information cannot be furnished constitutes admission
675-4050 AMENDMENT OF PLEADINGS
675-4050-0100-0000 Generally
675-4050-3300-0000 Both General Counsel and respondent bound by pleadings
675-4050-6700-0000 Amendment to modify backpay period permitted
675-4050-6750-0000 When based on written admission by respondent
675-4075 AFFIRMATIVE DEFENSES
675-4075-0100-0000 Generally
675-4075-2500-0000 May be stricken
675-4075-5000-0000 Defenses which may be raised in backpay proceeding
675-4075-6700-0000 Defenses which may not be raised in backpay proceeding

675-4075-7500-0000 Defenses which must be raised in ULP proceeding
675-4075-7550-0000 Misconduct
675-4075-8500-0000 Abandonment of defense
675-5000 BACKPAY PROCEEDING HEARINGS (See headings under 596-7600)
675-6000 BURDEN OF PROOF
675-6017 GENERAL COUNSEL HAS BURDEN OF PROVING GROSS BACKPAY
675-6017-3300-0000 Estimates of actual income sufficient
675-6017-6700-0000 ALJ must recommend most accurate method of computing backpay, not merely determine whether General Counsel's formula is reasonable
675-6025 GENERAL COUNSEL HAS BURDEN OF GOING FORWARD WITH EVIDENCE AFTER ISSUE HAS BEEN RAISED AS ACCURACY OF BACKPAY SPECIFICATION
675-6033 RESPONDENT HAS BURDEN OF PROVING DEDUCTIONS FROM GROSS BACKPAY
675-6033-0100-0000 Generally
675-6033-1700-0000 General Counsel's role in producing backpay claimants for cross-examination merely advisory and cooperative
675-6033-2500-0000 "Make-up" increases
675-6033-3300-0000 Willful idleness
675-6033-5000-0000 Interim earnings
675-6033-6700-0000 Unavailability for interim employment because of illness
675-6033-6750-0000 General Counsel has burden of proving illness would not have occurred but for ULP
675-6033-7500-0000 Layoff or termination for nondiscriminatory reasons
675-6033-8300-0000 Misconduct in ULP strike
675-6033-8350-0000 Must prove misconduct so flagrant as to render claimant unfit for further service or a threat to plant efficiency
675-6040 BURDEN ON DISCRIMINATEE TO PROVE NOT UNDOCUMENTED ALIEN STATUS
675-6050 BURDEN OF ENFORCING SUBPOENA
675-6067 GENERAL COUNSEL HAS BURDEN OF PROVING INDIVIDUAL'S STATUS AS EMPLOYEE AT BEGINNING OF STRIKE
675-6070 GENERAL COUNSEL HAS BURDEN OF PROVING EMPLOYER STATUS
675-6083 GENERAL COUNSEL MUST PROVE FALSIFICATION OF COMPANY RECORDS BY CLEAR AND CONVINCING EVIDENCE
675-8000 PROCEDURE WHEN CLAIMANT IS UNAVAILABLE OR UNRESOLVED BACKPAY ISSUES EXIST
675-8025 BACKPAY PLACED IN ESCROW UNTIL CLAIMANT CAN BE EXAMINED OR FOR ONE YEAR, WHICHEVER COMES FIRST
675-8050 BACKPAY DUE INSANE CLAIMANT PAID TO LEGAL GUARDIAN OR

**COURT-APPOINTED
REPRESENTATIVE**
**675-8075 BACKPAY DUE DECEASED
DISCRIMINATEE PAID TO**
675-8075-2500-0000 Personal representative
675-8075-5000-0000 Estate
675-8075-7500-0000 Lawful Heirs

675-9000 SETTLEMENTS OF BACKPAY
675-9033 NECESSARY PARTIES
**675-9067 GROUNDS FOR HONORING OR
SETTING ASIDE**
675-9500 BACKPAY STIPULATIONS
675-9550 EFFECT OF BACKPAY STIPULATION

700 GENERAL LEGAL PRINCIPLES

712 AGENCY PRINCIPLES

712-2500 COMMON LAW AGENCY PRINCIPLES APPLICABLE

712-2550 ACTUAL AUTHORIZATION OR SUBSEQUENT RATIFICATION NOT CONTROLLING

712-5000 RESPONSIBILITY OF EMPLOYER OR UNION FOR ACTS AND STATEMENTS OF AGENTS AND OTHERS

712-5014 BASIS OF RESPONSIBILITY

712-5014-0100-0000 Generally
712-5014-0120-0000 Express authority
712-5014-0140-0000 Apparent authority
712-5014-0160-0000 Implied authority
712-5014-0180-0000 Estoppel of principal
712-5014-0190-0000 Adoption, ratification, or condonation

712-5028 RESPONSIBILITY OF EMPLOYER FOR ACTS OF OTHERS

712-5028-0100-0000 Generally
712-5028-1200-0000 Interdependent relationships with other employers or employees
712-5028-1233-0000 Familial relationship
712-5028-1267-0000 Economic relationship
712-5028-2500-0000 Nonsupervisory employees
712-5028-2501-0000 Generally
712-5028-2512-0000 Acting in apparent concert with desires of employer
712-5028-2525-0000 Acting in presence of supervisors
712-5028-2530-0000 Acting as messenger of supervisor
712-5028-2537-0000 Authority to act may be inferred from
712-5028-2537-2000 Cooperation of supervisory employee
712-5028-2537-4000 Employer's failure to disavow conduct
712-5028-2537-6000 Subsequent ratification of employer
712-5028-2537-8000 Failure to discipline
712-5028-2550-0000 Company time, use of, indication that employee acts for employer
712-5028-2562-0000 Employees have just cause to believe person acting for employer
712-5028-2575-0000 Related to supervisor
712-5028-2583-0000 Family relationship to owner or officer
712-5028-2587-0000 Violence inspired by employer and not disciplined
712-5028-5000-0000 Outsiders
712-5028-5001-0000 Generally
712-5028-5010-0000 Attorneys or other advisors
712-5028-5020-0000 Chamber of Commerce
712-5028-5030-0000 Civic officials and others prominent in community

712-5028-5040-0000 Employees of independent contractor
712-5028-5042-0000 Answering service
712-5028-5045-0000 Lessor
712-5028-5046-0000 Lessee
712-5028-5048-0000 Polygraph examiner or security investigator
712-5028-5050-0000 Local businessmen
712-5028-5054-0000 Labor consultant
712-5028-5055-0000 Other employers; employment agency
712-5028-5060-0000 Municipal authorities
712-5028-5060-0100 Generally
712-5028-5060-0133 Employer's dominant economic position in community not conclusive
712-5028-5060-0167 Presumption of legality of official's conduct
712-5028-5060-5000 Police officers
712-5028-5065-0000 Supervisor no longer employed by employer or knows he will no longer be supervisor
712-5028-5070-0000 Persons closely associated with employer
712-5028-5080-0000 Persons related to employer's agents
712-5028-5090-0000 Benefit funds and their trustees
712-5028-5092-0000 Insolvent employer and/or liquidating employer under receiver
712-5028-5095-0000 Insurance fund
712-5028-6200-0000 Employer association members and officers
712-5028-7000-0000 Joint venture and/or joint venturers
712-5028-7500-0000 Supervisory employees and management representatives
712-5028-7501-0000 Generally
712-5028-7501-5000 Effect of supervisor's erroneous inclusion in bargaining unit
712-5028-7514-0000 Authorization and ratification by employer of supervisor's acts
712-5028-7514-2500 Expressly authorized
712-5028-7514-5000 Unnecessary
712-5028-7528-0000 Indicia of power to bind
712-5028-7528-0100 Generally
712-5028-7528-1200 Authority to negotiate on behalf of employer
712-5028-7528-2500 Employees have just cause to believe supervisor's acting for employer
712-5028-7528-3700 Instruction of, and transmission of instructions to, employees
712-5028-7528-5000 Minor supervisory duties
712-5028-7528-6200 Preponderance of manual work not crucial
712-5028-7528-7500 Prior exclusion from bargaining unit by Board
712-5028-7528-8700 Strategic position to translate to their subordinates the policies and desires of management
712-5028-7542-0000 Self-organization, supervisors' own interest in, does not relieve employer of responsibility for their anti-union activity

<u>712-5028-7542-3300</u>	But inclusion in bargaining unit rebuts employer responsibility absent authorization, ratification or belief supervisor acting for employer	712-5042-3360-0000	Jointly certified union
712-5028-7542-6700	Eligibility of supervisors to membership in complaining union does not relieve employer	712-5042-3365-0000	Pharmacy and medical facilities
<u>712-5028-7556-0000</u>	Supervisors' participation in union affairs imputable to employer	<u>712-5042-3370-0000</u>	Local as agent of International, Building Trades Council or District
712-5028-7556-3300	Good faith immaterial	<u>712-5042-3380-0000</u>	International or other parent body
712-5028-7556-3333	Express authorization or ratification not necessary	712-5042-3380-2500	Approval of subordinates' rules determinative of liability
712-5028-7556-3367	Strict agency rules not controlling	<u>712-5042-3380-5000</u>	Engaged in joint enterprise with local
712-5028-7556-6700	Forms of participation	<u>712-5042-3380-7500</u>	International Council or District
<u>712-5028-7570-0000</u>	Types of employees	<u>712-5042-3380-8100</u>	Local not autonomous
<u>712-5028-7570-0300</u>	Secretary	712-5042-3380-8900	Unit of local not autonomous
<u>712-5028-7570-0600</u>	Bookkeeper	712-5042-3390-0000	Joint employer - union trusts
<u>712-5028-7570-1200</u>	Foreman or immediate supervisor	<u>712-5042-5000-0000</u>	Nonaffiliated organizations
712-5028-7570-1800	General sales manager	<u>712-5042-5500-0000</u>	Foreign union
<u>712-5028-7570-2400</u>	Individual trustees of union welfare fund	712-5042-6700-0000	Agents
712-5028-7570-2700	Internal security officer	<u>712-5042-6701-0000</u>	Generally
<u>712-5028-7570-2800</u>	Guards	<u>712-5042-6701-2500</u>	Agency established by knowledge and acquiescence in performance of union functions
<u>712-5028-7570-3000</u>	Leadman	<u>712-5042-6701-5000</u>	Agency may be established by conduct
<u>712-5028-7570-3600</u>	Officers, executives, etc.	<u>712-5042-6701-5025</u>	Failure to repudiate conduct
712-5028-7570-3900	Office clericals	712-5042-6701-5050	Union membership not essential
<u>712-5028-7570-4000</u>	Interpreter	<u>712-5042-6701-7500</u>	Source of authority
712-5028-7570-4200	Personnel clerk	<u>712-5042-6717-0000</u>	Agency established by adherence to union policy
712-5028-7570-4500	Clerical in referral hall	712-5042-6733-0000	Agent of labor organization independently responsible
712-5028-7570-4800	Personnel counselor or staff member	<u>712-5042-6742-0000</u>	Joint venture
712-5028-7570-5400	Personnel officials	712-5042-6750-0000	Joint employer-union agents
<u>712-5028-7570-5700</u>	Department manager	712-5042-6750-5000	Conduct consistent with employer's wishes rebuts union responsibility
<u>712-5028-7570-6000</u>	Plant or building manager	712-5042-6767-0000	Responsibility for acts within agent's scope of employment
712-5028-7570-6600	Production manager	712-5042-6767-0100	Generally
712-5028-7570-7200	Sub-foreman	712-5042-6767-2500	Absence of union policy supporting agent's action not controlling
<u>712-5028-7570-7800</u>	Superintendent	<u>712-5042-6767-5000</u>	Apparent authority
<u>712-5028-7570-8400</u>	Supervisors employed jointly by employers with common management	712-5042-6767-5020	Disavowal of agent's acts no defense
712-5028-7570-8800	Purchasing agent	<u>712-5042-6767-5040</u>	Express authorization not required
712-5028-7570-8900	Union steward	712-5042-6767-5060	Uncommunicated limitation
712-5028-7570-9000	Vice president of employer	712-5042-6767-5080	Where authority not expressly limited
712-5028-7570-9600	Warehouse manager	<u>712-5042-6767-7500</u>	Participation of agent in chain of union command
712-5028-7570-9800	Inspector	712-5042-6783-0000	Special types of agents
<u>712-5028-7570-9900</u>	Other	712-5042-6783-1000	Association of supervisors
712-5028-7584-0000	Union membership immaterial	712-5042-6783-2000	Attorney
712-5028-7584-5000	Where acting in supervisory capacity	712-5042-6783-2500	Consultant
<u>712-5042</u>	RESPONSIBILITY OF UNION FOR ACTS OF OTHERS	<u>712-5042-6783-3000</u>	Business agents or other employees of union
<u>712-5042-0100-0000</u>	Generally	712-5042-6783-3200	Member of union official's family
<u>712-5042-0150-0000</u>	Evidence	712-5042-6783-3500	Coordinator
712-5042-0150-5000	Hot cargo agreement		
712-5042-3300-0000	Affiliated organizations		
<u>712-5042-3301-0000</u>	Generally		
<u>712-5042-3310-0000</u>	Sister Local		
712-5042-3320-0000	Amalgamated local		
<u>712-5042-3340-0000</u>	Building trades council		
712-5042-3350-0000	System council		
712-5042-3355-0000	Benefit funds and their trustees		

712-5042-6783-4000	Foreman	<u>712-5042-6783-9300</u>	Interpreter
<u>712-5042-6783-4500</u>	Members of employee committee or grievance committee	712-5042-6783-9400	Unit chairman
712-5042-6783-5000	Gangbosses	<u>712-5042-6783-9500</u>	Rank-and-file employee
<u>712-5042-6783-5500</u>	Family member or relative	<u>712-5042-6783-9550</u>	Soliciting authorization cards
<u>712-5042-6783-6000</u>	Negotiator	<u>712-5042-6783-9600</u>	Union adherent, organizer, etc.
712-5042-6783-6500	Jointly administered employment control board	<u>712-5042-6783-9700</u>	Rank-and-file member
712-5042-6783-6600	Pension trust and its trustees	<u>712-5056 MEMBERS</u>	Generally
<u>712-5042-6783-7000</u>	Officers and directors	<u>712-5056-0100-0000</u>	
712-5042-6783-7200	Joint apprentice committee	<u>712-5070 DEFENSES</u>	
712-5042-6783-7300	Executive Board	<u>712-5070-2000-0000</u>	Capacity of agent
712-5042-6783-7400	Employee committee members	<u>712-5070-4000-0000</u>	Termination of authority
712-5042-6783-7500	Member of health and welfare fund board	712-5070-4020-0000	Mutual consent
<u>712-5042-6783-7800</u>	Pickets, picket major's, etc.	<u>712-5070-4040-0000</u>	Revocation
<u>712-5042-6783-8000</u>	Shop steward	<u>712-5070-4060-0000</u>	Renunciation
712-5042-6783-8300	Trustee	712-5070-4080-0000	Notice of termination
712-5042-6783-8400	Secretary	712-5070-6000-0000	Repudiation by employer or union
712-5042-6783-8500	Union's security chief	<u>712-5070-7000-0000</u>	Actions done in spirit of friendship to employees
712-5042-6783-8700	Chapel chairman	<u>712-5070-7500-0000</u>	Actions during nonwork time
<u>712-5042-6783-9000</u>	Steward	<u>712-5070-8000-0000</u>	Unauthorized acts
<u>712-5042-6783-9100</u>	Observer	<u>712-5084 RATIFICATION OF ACTS OR STATEMENTS BY EMPLOYER OR UNION</u>	
<u>712-5042-6783-9200</u>	In-plant organizing committee members		

725 CONTRACT LAW

725-0100 GENERALLY

725-0150 TECHNICAL RULES OF CONTRACT LAW NOT NECESSARILY CONTROLLING UNDER NLRA

725-0175 REQUIREMENT FOR "MEETING OF THE MINDS"

725-3300 FORMATION OF A CONTRACT

725-3325 OFFER

725-3325-0100-0000 Generally
725-3325-1700-0000 Must be unequivocal
725-3325-3300-0000 May specify manner of acceptance
725-3325-5000-0000 No length of time specified for acceptance, reasonable time
725-3325-6300-0000 Misrepresentation of offer
725-3325-6700-0000 When terminated
725-3325-6717-0000 Rejection
725-3325-6717-3300 By counter offer
725-3325-6717-6700 By refusal
725-3325-6733-0000 Lapse of time or occurrence of condition

725-3325-6750-0000 Revocation of offer
725-3325-6767-0000 Death
725-3325-6783-0000 Supervening legal prohibition of proposed contract

725-3325-8300-0000 Types of contract contemplated
725-3325-8333-0000 Unilateral - act in exchange for a promise or vice versa
725-3325-8367-0000 Bilateral - act in exchange for act, or promise for a promise

725-3350 ACCEPTANCE

725-3350-0100-0000 Generally
725-3350-1400-0000 By promise or act
725-3350-2500-0000 Must embody all the terms
725-3350-2800-0000 Must be unequivocal
725-3350-4200-0000 Must comply with terms of offer

725-3350-4233-0000 Must be in manner and time specified in offer

725-3350-4250-0000 Withdrawal of outstanding proposals

725-3350-4267-0000 Qualified acceptance is a counter offer

725-3350-5600-0000 Revocation of offer

725-3350-5633-0000 Effective when received
725-3350-5667-0000 Action taken by party

725-3350-7000-0000 Acceptance takes effect when sent, if sent as per offeror's terms

725-3350-8400-0000 Silence operates as acceptance only when

725-3350-8425-0000 Offeree takes benefit of offered services where reasonable man would expect compensation

725-3350-8450-0000 Offeror has indicated silence would be effective as acceptance

725-3350-8475-0000 In prior dealings silence has operated as acceptance

725-3375 CONSIDERATION - NECESSARY FOR FORMATION OF A VALID CONTRACT

725-3375-2500-0000 May be a promise, an act a combination of both, or a forbearance
725-3375-5000-0000 Effect of insufficient consideration

725-3375-7500-0000 Past consideration
725-6700 CONSTRUCTION OF CONTRACT
725-6717 WRITTEN TERMS OF CONTRACT ARE CONCLUSIVE

725-6717-1200-0000 Ordinary meaning of language is given to words

725-6717-2500-0000 Technical terms and words of art are given their technical meaning

725-6717-3700-0000 Writing is interpreted as a whole and all writings forming part of same transaction are interpreted together

725-6717-5000-0000 All circumstances accompanying the transaction may be taken into consideration

725-6717-6200-0000 Written matter is given effect over printed matter

725-6717-7500-0000 Where words are ambiguous or have more than one meaning they are construed against one who drafted contract

725-6717-8700-0000 Court will not rewrite contract for the parties

725-6733 CONTRACT INTERPRETATION

725-6733-0100-0000 Generally
725-6733-1000-0000 Board not compelled to decide between conflicting, reasonable interpretations of contract

725-6733-1500-0000 Board may resolve questions of contract interpretation to determine whether unfair labor practice committed

725-6733-2000-0000 Interpretation which gives reasonable, lawful, and effective meaning to all manifestations of intent is preferred

725-6733-2050-0000 Attempt to construe the contract as an implied agreement not to strike

725-6733-3000-0000 Incorporation by reference to outside agreements

725-6733-4000-0000 When there is an inconsistency between specific and general provisions, specific will qualify general

725-6733-5000-0000 Parts of same contract are to be construed so as to be consistent with each other

725-6733-6000-0000 Interpretation given by parties will be favored

725-6733-6500-0000 Clause not clearly unlawful on its face will be interpreted to require no more than what is allowed by law

725-6733-7000-0000 Past practices used in interpreting contract

725-6733-7500-0000 Extrinsic evidence not admissible to impeach written terms

725-6733-8000-0000 Provisions interpreted

725-6733-8005-0000 Scope of unit
725-6733-8006-0000 Wage increase, decrease, or reopener

725-6733-8010-0000 Duration and termination

725-6733-8020-0000 No strike clause
725-6733-8023-0000 Reopener clause

725-6733-8025-0000 Benefits coverage
725-6733-8029-0000 Accrued benefits

725-6733-8030-0000 Effective date of contract
725-6733-8035-0000 Picket line permission clause
725-6733-8036-0000 Recognition in futuro of bargaining representative
725-6733-8038-0000 Subcontracting clause
725-6733-8040-0000 Precedential value of grievance settlement
725-6733-8045-0000 Dues - checkoff
725-6733-8047-0000 Seniority
725-6733-8050-0000 Location of employees covered
725-6733-8060-0000 Bargaining "zipper" clause
725-6733-8065-0000 Management rights clause
725-6733-8070-0000 "Additional store" clause
725-6733-8075-0000 Primary in nature (protect unit work) or secondary in nature (affect persons or employers not party to contract)
725-6733-8080-0000 Union representation at disciplinary hearing
725-6733-9000-0000 Modification of contract
725-6733-9050-0000 Strike settlement agreement
725-6750 PAROL EVIDENCE
725-6750-0100-0000 Generally
725-6750-2500-0000 Agreements prior to or contemporaneous with an integrated agreement are admissible in evidence
725-6750-2533-0000 To establish meaning of integrated agreement
725-6750-2567-0000 To prove facts rendering agreement void or voidable for illegality, fraud, duress, mistake or insufficiency of consideration
725-6750-5000-0000 Only inconsistent oral agreements are superseded or invalidated
725-6750-6700-0000 To show agreement never reached
725-6750-7500-0000 Where language employed leaves meaning obscure, parties' previous negotiations are admissible to show meaning of agreement

725-6750-7550-0000 Previous negotiations cannot give a meaning that is completely alien to the words
725-6767 USAGE IN INTERPRETATION - HABITUAL OR CUSTOMARY PRACTICE
725-6767-3300-0000 Operative usages
725-6767-3333-0000 Define meaning of words or manifestation of intent
725-6767-3367-0000 Add to agreement or manifestation of intention, provisions in accordance with usage and not inconsistent with agreement of manifestation of intention
725-6767-6700-0000 When operative
725-6767-6725-0000 When manifest intent is to make usage operative
725-6767-6750-0000 Usages of place where parties live and transaction entered into are operative unless one of parties knows otherwise
725-6767-6775-0000 Usage of same occupation or group control where parties know of inconsistent intent
725-6783 ASSIGNMENT OF RIGHTS AND DELEGATION OF DUTIES OR CONDITIONS OF CONTRACT
725-6783-1400-0000 What may be assigned
725-6783-2800-0000 Effect of valid assignment
725-6783-4200-0000 Partial assignments
725-6783-5600-0000 Oral or written assignments
725-6783-7000-0000 Delegation of performance of a duty or condition
725-6783-8400-0000 Necessity of assent to assignment
725-8300 WITHDRAWAL FROM CONTRACT
725-8350 ACQUIESCENCE OF OTHER PARTIES
725-8375 CONTRACT RESCISSION
725-8375-0100-0000 Generally
725-8375-5000-0000 Unilateral or mutual mistake
725-8387 Novation
725-8700 ILLEGAL PROVISIONS
725-8750 SEVERABILITY
725-9100 BREACH OF CONTRACT

737	EVIDENCE
737-0100	GENERALLY
737-0150	FEDERAL RULES OF EVIDENCE, APPLICABILITY (SECTION 10(b))
737-0150-5000-0000	"So far as practicable"
737-0150-5033-0000	"Best evidence" rule
737-0150-5067-0000	"Parol evidence" rule
737-1400	JUDICIAL AND OFFICIAL NOTICE
737-1401	GENERALLY
737-1401-5000-0000	APA, Effect of
737-1401-5050-0000	Official notice permissible
737-1401-8900-0000	Other
737-1450	SPECIFIC FACTS NOTICED
737-1450-0900-0000	Board decisions or pending cases
737-1450-1800-0000	Business methods
737-1450-2700-0000	Commerce facts
737-1450-3600-0000	Distances
737-1450-4500-0000	Federal laws, regulations, decisions, publications, etc.
737-1450-4800-0000	State laws, regulation, decisions, publications etc.
737-1450-5000-0000	Local laws and regulations
737-1450-5400-0000	Legislative history
737-1450-6300-0000	Record in prior Board case need not be introduced as formal exhibit
737-1450-6700-0000	Arbitration and/or grievance decision
737-1450-7200-0000	Record in prior R proceeding involving same parties
737-1450-8100-0000	Record in prior ULP case against same party
737-1450-8900-0000	Other
737-2800	BURDEN OF PROOF
737-2810	STANDARD OF PROOF
737-2810-3300-0000	On General Counsel--preponderance of evidence
737-2810-6700-0000	On Respondent--rebut or meet presumption that violation occurred
737-2810-7500-0000	Abuse of discretion
737-2810-8300-0000	In contempt proceeding - clear and convincing evidence
737-2810-8500-0000	On union by preponderance of evidence that its expenses are chargeable to nonmember employees
737-2810-9000-0000	Substantial evidence
737-2810-9500-0000	On union in establishing lack of knowledge in 8(b)(4) case that E lacked control of disputed work
737-2810-9550-0000	Failure of union to rebut General Counsel's "prima facie" showing of 8(b)(4) violation
737-2850	BURDEN OF GOING FORWARD WITH PROOF
737-2850-0100-0000	Generally
737-2850-0600-0000	Proving contract as bar to petition
737-2850-0800-0000	In objections to election proceeding
737-2850-1100-0000	Beginning burden rests on General Counsel

737-2850-1125-0000	No issue of any material fact in regard to motion for summary judgment
737-2850-1130-0000	To show grievance not clearly frivolous
737-2850-1133-0000	Discriminatory reason for discharge or other action
737-2850-1133-5000	General Counsel may not rely on inferences
737-2850-1140-0000	To disprove 8(c) defense
737-2850-1142-0000	Arbitration award
737-2850-1145-0000	To prove that union made bona fide attempt to determine if employer paying area standards wage
737-2850-1150-0000	Justification of superseniority contractual provision
737-2850-1152-0000	Refusal to hire
737-2850-1155-0000	Proof of service
737-2850-1160-0000	To prove unfair labor strike
737-2850-1167-0000	Illegality of wage increase
737-2850-1168-0000	Whether union, denied access to employer's property, has other means of access to employees
737-2850-1175-0000	Discriminatee requested referral out of exclusive hiring hall
737-2850-1176-0000	Existence of concerted activity
737-2850-1184-0000	Illegality of union fine
737-2850-1185-0000	Appropriateness of unit; single employer status
737-2850-1186-0000	Majority status of union
737-2850-1187-0000	Unilateral change in terms and conditions of employment
737-2850-1188-0000	Lawful recognition of incumbent union
737-2850-1189-0000	Continuity of employing enterprise where successorship alleged
737-2850-1190-0000	Refusal to refer
737-2850-1195-0000	General Counsel's burden in establishing "prima facie" showing of violation in 8(b)(4) case
737-2850-1196-0000	In proceeding on application for fees under EAJA
737-2850-1199-0000	Other
737-2850-1700-0000	Burden on party seeking to overturn results of election
737-2850-1750-0000	Agency relationship
737-2850-1800-0000	Burden on party seeking to establish change in continuity of representation, such as following union merger
737-2850-1900-0000	Burden on party seeking to overturn results of arbitration decision
737-2850-1950-0000	Burden on party urging deferral to arbitration
737-2850-2200-0000	Failure to sustain burden justifies adverse inference
737-2850-2201-0000	Generally
737-2850-2233-0000	Nonproduction of material evidence in one's possession raises adverse inference
737-2850-2267-0000	Nonproduction of material witness
737-2850-3300-0000	Remains with General Counsel if Employer's explanation is reasonable

<u>737-2850-4400-0000</u>	Shifts to respondent union or employer to establish affirmative defense	<u>737-2850-8400-0000</u>	Burden on union to show that picketing was conducted in manner least likely to show secondary effects
<u>737-2850-4450-0000</u>	Where employer's actions inherently destructive	<u>737-2850-8500-0000</u>	Burden on respondent with regard to willful loss of earnings to show discriminatee's rejection of any offer of employment
<u>737-2850-5000-0000</u>	Burden shifts to General Counsel once E makes prima facie showing of relationship between allegations in prior and present cases	737-2850-8700-0000	Burden on party asserting 9(a) relationship
<u>737-2850-5500-0000</u>	Shifts to respondent where prima facie case established	<u>737-2850-8800-0000</u>	To show gross amount of backpay due
<u>737-2850-5525-0000</u>	Prima facie case established based on all evidence produced at hearing	<u>737-2850-9000-0000</u>	Burden on employer to persuade Board not to exercise statutory jurisdiction
<u>737-2850-5550-0000</u>	Nondiscriminatory motive must be affirmatively shown by Employer where General Counsel's evidence permits inference of discrimination	737-2850-9100-0000	Burden on party in grievance proceeding asserting claim of confidentiality as to employee's work records
<u>737-2850-5575-0000</u>	Same disciplinary action would have taken place in absence of protected conduct	<u>737-2850-9200-0000</u>	Burden on party alleging supervisory status
<u>737-2850-6600-0000</u>	Employer has burden of establishing good faith belief in misconduct warranting discipline	<u>737-2850-9300-0000</u>	To show net backpay or interim earnings
<u>737-2850-6650-0000</u>	General Counsel then has burden of proving misconduct did not occur	737-2850-9500-0000	To show lack of knowledge of predecessor employer's unfair labor practices
<u>737-2850-7000-0000</u>	Employer has burden of establishing existence of objective considerations on which good faith doubt of union's majority is based	<u>737-2850-9900-0000</u>	Burden on party alleging misconduct by other party, Board or General Counsel
737-2850-7200-0000	Burden on respondent to establish that threats were not disseminated	737-4200 SUFFICIENCY UPON REVIEW	
737-2850-7500-0000	Beginning burden on employer to show legitimate business reason for discharge for failure to cross picket line at another employer	737-4233 ALJ DECISION IS RECOMMENDATORY ONLY, NOT CONCLUSIVE ON BOARD	
<u>737-2850-7600-0000</u>	Burden on employer after prima facie case established by General Counsel to establish legitimate business reasons for transfer of work or relocation	<u>737-4233-1100-0000</u>	Conclusions of law not binding on Board
<u>737-2850-7700-0000</u>	On employer to show replacement of or refusal to reinstate economic strikers for legitimate business reasons	<u>737-4233-2200-0000</u>	Credibility of witnesses, however, primarily for ALJ
737-2850-7800-0000	Burden on employer to show lack of relevance of requested information that is presumptively relevant (See also 530-6067-6001-0000)	<u>737-4233-2233-0000</u>	"Demeanor" evidence (See also 737-5650-1800)
<u>737-2850-7900-0000</u>	Burden is on union to show relevance of information that is not presumptively relevant (See also 530-6067-6001-0000)	737-4233-2267-0000	ALJ recommendation entitled to great weight
<u>737-2850-8000-0000</u>	Burden on employer to justify denial of reinstatement of strikers or of showing that their offer to return to work was not unconditional	737-4233-2267-3300	Especially where reasons stated for believing one witness rather than another
<u>737-2850-8100-0000</u>	Burden on requesting party to show noncompliance with subpoena	737-4233-2267-6700	Particularly where credited testimony corroborated
737-2850-8200-0000	Burden on employer to establish that reduction of unit to one-man unit is permanent	737-4267 PRESUMPTIONS AND INFERENCES	
<u>737-2850-8300-0000</u>	Burden on respondent with regard to willful loss of earnings to show existence of actual or potential source of employment	<u>737-4267-0100-0000</u>	Generally
		<u>737-4267-0150-0000</u>	Board can draw permissible inferences from credible testimony
		<u>737-4267-1100-0000</u>	Continuation of state of affairs once shown to exist presumed until contrary shown
		<u>737-4267-1150-0000</u>	Object of picketing
		<u>737-4267-2000-0000</u>	Where uncertainty exists as to merits of action, issue resolved against party creating uncertainty
		<u>737-4267-2200-0000</u>	Failure to produce evidence peculiarly within party's knowledge raises adverse inference
		<u>737-4267-2700-0000</u>	Failure to comply with subpoena or to obtain subpoenaed records raises adverse inference
		737-4267-3000-0000	Employee's testifying against employer at ULP hearing creates inference of employer knowledge of employee's protected activity

<u>737-4267-3300-0000</u>	Failure to produce material witness raises adverse inference	<u>737-4267-8000-0000</u>	In settlements, charges not listed are not reserved for future resolution
<u>737-4267-3400-0000</u>	Replacements support union in same ratio as those employees replaced	737-4267-8200-0000	Solicitation of grievances raises inference of corrective action
<u>737-4267-3500-0000</u>	Economic strike replacements are presumed to be temporary employees	<u>737-4267-8400-0000</u>	Threat of plant closure by employer to one or more employees will be widely disseminated
<u>737-4267-3600-0000</u>	Presumption of delivery where document given over to common carrier, postal service or faxed	<u>737-4267-8500-0000</u>	Furtive nature of surveillance contributes to its tendency to be coercive
<u>737-4267-3800-0000</u>	Offering pretextual defense	<u>737-4267-8700-0000</u>	Presumption of appropriateness of single facility unit in multifacility operation
737-4267-3900-0000	Refusal to refer qualified employees under exclusive hiring hall arrangement	<u>737-4267-8800-0000</u>	Miscellaneous
737-4267-4000-0000	No presumption of relevancy where union seeks information about employees outside bargaining unit	<u>737-4267-8900-0000</u>	Employer has obligation to bargain over decision to partially close business or relocate
<u>737-4267-4400-0000</u>	Failure to testify concerning crucial point raises adverse inference	<u>737-4267-9500-0000</u>	Reluctance of employees to admit to pro union activities carried out before election
<u>737-4267-5000-0000</u>	Rebuttable presumption that medical technologist is professional employee	737-5600 WITNESSES	
737-4267-5500-0000	High percentage of union members among discharges justifies inference of discrimination	737-5601 GENERALLY	
<u>737-4267-5700-0000</u>	Unlawfully discharged construction workers would be transferred to other sites after completion of project working on	737-5601-1600-0000	Witness claiming constitutional privilege against self incrimination
<u>737-4267-6000-0000</u>	Inference of pretext when employer fails to state reasons for discharge at time of discharge	<u>737-5601-1700-0000</u>	General Counsel as witness
<u>737-4267-6400-0000</u>	Majority status in 8(f) contract relationship; contract between employer and union presumed governed by 8(f)	<u>737-5601-2500-0000</u>	Counsel for party as witness
<u>737-4267-6600-0000</u>	Loss of majority due to ULP	<u>737-5601-3300-0000</u>	Foreign language witnesses; use of interpreters
737-4267-6800-0000	Deliberate misrepresentation by knowledgeable person is presumed to have substantial impact on election	737-5601-5000-0000	Prior witnesses unavailable at rehearing
<u>737-4267-7000-0000</u>	Inference of interference in free choice when employer grants benefits during critical period	<u>737-5601-5800-0000</u>	Board agent or Federal mediator
<u>737-4267-7100-0000</u>	Animus as motive for action	<u>737-5601-6700-0000</u>	Protection of witnesses by Board
737-4267-7200-0000	Union causing discharge of employee or preventing his hire raises presumption that union acted unlawfully	<u>737-5601-8300-0000</u>	Writing used to refresh memory
<u>737-4267-7300-0000</u>	Presumption that government agency will take authorized action	737-5650 CREDIBILITY	
737-4267-7400-0000	Majority status is presumed to survive timely withdrawal from multi-employer bargaining unit	<u>737-5650-0100-0000</u>	Generally
737-4267-7500-0000	Employee's intent to authorize union to represent him presumed from signature on authorization card	737-5650-0600-0000	Belligerency and evasiveness justifies disregard of uncorroborated testimony
<u>737-4267-7600-0000</u>	Extending superseniority of stewards to areas other than recall or layoff, presumptively unlawful	737-5650-0800-0000	Religious convictions
<u>737-4267-7700-0000</u>	Validity of rules against union activity	<u>737-5650-0900-0000</u>	Corroboration
<u>737-4267-7800-0000</u>	Employee on leave of absence still an employee	<u>737-5650-1000-0000</u>	Employee's alien status; foreign language witness
737-4267-7900-0000	In settlements, GC will meet its burden of proof in regard to allegations in complaint	<u>737-5650-1100-0000</u>	Oath and affirmation
		737-5650-1200-0000	Confusion and contradiction not crucial
		<u>737-5650-1500-0000</u>	Uncontradicted testimony
		<u>737-5650-1800-0000</u>	Demeanor
		<u>737-5650-1833-0000</u>	Credibility based on demeanor within discretion of ALJ
		<u>737-5650-1867-0000</u>	Uncontradicted testimony may be disregarded in view of witness' demeanor
		737-5650-2400-0000	Employment relationship not sufficient to disregard testimony
		737-5650-3100-0000	Failure to appear for cross-examination excluded from testimony
		<u>737-5650-3700-0000</u>	Failure to credit some testimony does not justify rejection of witness' entire testimony
		<u>737-5650-4300-0000</u>	Failure to testify concerning crucial point may be considered
		<u>737-5650-4900-0000</u>	Impeachment

737-5650-4910-0000 For criminal activity
737-5650-4910-0100 Generally
737-5650-4910-2500 Only for felony or misdemeanor convictions involving deceit or falsification
737-5650-4910-5000 Convictions before hearing
737-5650-4910-7500 Convictions after hearing
737-5650-4930-0000 For lying during Employer interrogation concerning Union activities or during proceedings before governmental agencies
737-5650-4940-0000 Contradictory statements
737-5650-4940-5000 Board must produce witness' pretrial statements
737-5650-4950-0000 Consistency or inconsistency of statements
737-5650-4960-0000 Impeachment of own witness
737-5650-4960-3300 Not permissible absent surprise
737-5650-4960-6700 Procedure
737-5650-4970-0000 On collateral issue to alleged ULP
737-5650-4980-0000 Political affiliation of witness not proper cross-examination
737-5650-5500-0000 Miscellaneous reasons for crediting or discrediting testimony
737-5650-5550-0000 Leading questions
737-5650-6200-0000 Partiality of witnesses; testimony of interested party
737-5650-6500-0000 Withdrawal of charge
737-5650-6900-0000 Self-serving nature of testimony affects credibility
737-5650-7400-0000 Testimony of witnesses where sequestration violated
737-5650-7500-0000 Testimony of witnesses whose statements are lost or destroyed need not be struck
737-5650-7600-0000 Testimony of witness where other participant in alleged incident is deceased
737-5650-7800-0000 Testimony against employer by employee while in employ of employer not likely false
737-5650-7900-0000 Testimony of witness may be credited in part
737-5650-8100-0000 Testimony of biased witness may be disregarded
737-5650-8700-0000 Testimony of witnesses found unreliable as to one issue may be disregarded as to other issues
737-5650-9300-0000 Failure of witness to give written statement to Board not relevant to credibility
737-6300 WEIGHT AND SUFFICIENCY
737-6301 GENERALLY
737-6325 SUSPICION, CONJECTURE OR BELIEF
737-6350 EFFECT OF CORROBORATION
737-6375 NONPARTY STATEMENTS
737-7000 SPECIFIC KINDS OF EVIDENCE
737-7006 ADMISSIONS
737-7006-0100-0000 Generally
737-7006-1200-0000 Oral or written communication
737-7006-2500-0000 By conduct
737-7006-3700-0000 By affidavit

737-7006-5000-0000 Unsuccessful attempt to withdraw does not affect evidentiary force
737-7012 AFFIDAVITS
737-7012-0100-0000 Generally
737-7012-2500-0000 Of witnesses who did not testify
737-7012-3700-0000 Of decedents
737-7012-5000-0000 Jurat
737-7012-7500-0000 Repudiation of affidavit or contradictory testimony by affiant
737-7015 BUSINESS RECORDS
737-7015-5000-0000 Authentication of
737-7016 UNION RECORDS
737-7018 CIRCUMSTANTIAL EVIDENCE
737-7018-0100-0000 Generally
737-7018-3300-0000 Direct evidence of purpose to violate statute seldom obtainable
737-7018-6700-0000 Sufficient in light of absence of rebuttal
737-7020 DOCUMENTS INTRODUCED AT BOARD PROCEEDING; FALSE DOCUMENTATION
737-7021 EXHIBITS
737-7024 EVIDENCE RELATING TO PARTICULAR EVENTS OR FACTS
737-7024-1700-0000 Commerce data
737-7024-1750-0000 Summaries and testimony proper if facilities for proper cross-examination provided
737-7024-2100-0000 District Court records
737-7024-2200-0000 State and local courts records and decisions
737-7024-2300-0000 Facts established in contempt proceedings
737-7024-2500-0000 Social Security Administration Records
737-7024-2700-0000 Income tax returns
737-7024-3000-0000 Job application forms
737-7024-3300-0000 Events occurring before ULP alleged in complaint may be given weight
737-7024-3350-0000 Events covered by settlement may be considered as background
737-7024-3375-0000 Settlement agreements not admissible
737-7024-3900-0000 Events occurring prior to filing of petition, charge (Section 10(b)), or collective bargaining agreement
737-7024-4000-0000 Events occurring subsequent to unfair labor practice hearing or to election
737-7024-4200-0000 Offers of settlement or compromise, or negotiation thereof
737-7024-5000-0000 Facts established at hearing before other agencies
737-7024-5033-0000 Arbitration tribunal
737-7024-5050-0000 Federal Trade Commission proceeding
737-7024-5067-0000 Unemployment compensation agency
737-7024-6700-0000 Facts established at hearing in other Board cases
737-7024-6717-0000 Admission and decision based thereon not conclusive
737-7024-6733-0000 R proceeding
737-7024-6742-0000 10(k) proceeding

737-7024-6750-0000 10(j) or 10(l) proceeding
737-7024-6767-0000 Where present parties were not parties in prior case
737-7024-6783-0000 Where present parties were parties to earlier proceedings
737-7024-7500-0000 Matters pertaining to backpay
737-7024-8300-0000 Reports pertaining to strike misconduct
737-7024-8500-0000 Majority status of union
737-7024-8600-0000 Chain voting
737-7024-8700-0000 Texts of pre-election speeches
737-7024-8800-0000 Objective evidence of card majority
737-7024-8900-0000 Authenticity and validity of union authorization cards
737-7024-9000-0000 Coercion
737-7024-9100-0000 Events at union meeting
737-7024-9500-0000 Appropriateness of unit
737-7024-9900-0000 Other

737-7025 IDENTIFICATION EVIDENCE
737-7027 VERIFICATION OF HANDWRITING AND OTHER EVIDENCE
737-7030 EXPERT TESTIMONY
737-7036 EXPERT KNOWLEDGE OF BOARD
737-7042 HEARSAY
737-7042-0100-0000 Generally
737-7042-0190-8000 Public records and reports
737-7042-0120-0000 What constitutes hearsay
737-7042-0140-0000 District Court rules of evidence applicable
737-7042-0160-0000 Hearsay may be excluded
737-7042-0180-0000 Hearsay may be given weight
737-7042-0180-2500 Where admitted without objection
737-7042-0180-5000 Where corroborated
737-7042-0180-7500 Where not contradicted
737-7042-0180-7600 Existing state of mind or emotion
737-7042-0180-8700 Res gestae
737-7042-0190-0000 Exceptions to the hearsay rule
737-7042-0190-0100 Generally
737-7042-0190-2500 Recorded recollection
737-7042-0190-5000 Necessity
737-7042-0190-6000 Present sense impression
737-7042-0190-7500 Record of regularly conducted activity or absence of entry therein
737-7042-2500-0000 Admission against interest not within hearsay rule
737-7042-5000-0000 Business entries
737-7042-7500-0000 Testimony as to witness own conversations not hearsay
737-7042-8100-0000 Statements of co-conspirators
737-7042-8700-0000 Statements of deceased persons, persons too ill to testify or otherwise unavailable

737-7045 BEST EVIDENCE
737-7048 INCOMPETENT EVIDENCE
737-7051 IMMATERIAL OR IRRELEVANT EVIDENCE
737-7054 OFFER OF PROOF
737-7054-0100-0000 Generally
737-7054-5000-0000 Failure to make

737-7060 OPINION EVIDENCE (NONEXPERT) MAY BE GIVEN WEIGHT
737-7066 TESTIMONY OF PRESENT OR FORMER BOARD AGENTS
737-7067-5000-0000 Initiation of decertification petition
737-7069 EVIDENCE AS TO STATE OF MIND
737-7072 SELF-SERVING STATEMENTS
737-7078 STIPULATIONS
737-7078-3300-0000 Withdrawal or repudiation
737-7078-5000-0000 Effect of stipulation on stipulating parties
737-7078-6700-0000 Effect of stipulation on nonstipulating parties
737-7080 STATEMENTS OF PARTY'S COUNSEL
737-7084 STATEMENTS OF WITNESSES TO COUNSEL OR BOARD AGENT IN PREPARATION OF TRIAL
737-7084-0100-0000 Generally
737-7084-1400-0000 Failure to move for production constitutes waiver
737-7084-2800-0000 Necessity for production must be shown
737-7084-4200-0000 Production of documents or testimony by Board agent must be authorized (R&R 102.118)
737-7084-5600-0000 Production of statements of witnesses required
737-7084-5625-0000 Foreign language statement
737-7084-5633-0000 For purpose of cross-examination of particular witness
737-7084-5667-0000 Memoranda prepared by witness after interview not statements under Jencks Act
737-7084-7000-0000 Rules & Regulations 102.118
737-7084-8400-0000 Affidavits of employees not involved in hearing - confidential and privileged matter

737-7085 BOARD FILE; CASEHANDLING MANUAL
737-7087 STATISTICAL DATA
737-7088 POLYGRAPH TEST
737-7090 TELEPHONE CONVERSATION
737-7093 NEWSPAPER ARTICLES
737-7096 TAPE RECORDINGS AND VIDEOS
737-7097 POLICE REPORTS
737-7098 "SURPRISE" TESTIMONY
737-7099 OTHER
737-8400 ADMISSIBILITY
737-8401 GENERALLY
737-8401-1100-0000 Effect of 8(c)
737-8401-1125-0000 Admission of privileged matter harmless if not relied on as direct evidence of ULP
737-8401-1150-0000 Admission of privileged matter only to show union animus proper
737-8401-1175-0000 Conduct protected by 8(c) may not be used as evidence of ULP
737-8401-1500-0000 No objection raised
737-8401-1600-0000 Effect of form and order of evidence offered
737-8401-2200-0000 Incompetent evidence
737-8401-2233-0000 Admission harmless

737-8401-2267-0000	Responsibility for disregarding left to Board	737-8433-3367-2000	Actual operation of grievance procedure
737-8401-2500-0000	Authentication of documents	737-8433-3367-4000	Evidence that unit determination was based on extent of organization
737-8401-3300-0000	Activities prior to effective date of Act	737-8433-3367-6000	Good faith of union
<u>737-8401-4400-0000</u>	Limitation of purpose of evidence	<u>737-8433-3367-8000</u>	Impasse
737-8401-5000-0000	References to state court proceeding	737-8433-3383-0000	Violence
<u>737-8401-5500-0000</u>	Evidence inadmissible under State law	737-8433-3400-0000	Racial imbalance in union's membership
<u>737-8401-5600-0000</u>	Illegally obtained evidence	737-8433-5000-0000	State of mind of union members
<u>737-8401-6600-0000</u>	Parol evidence	737-8433-6700-0000	Subjects properly excluded
<u>737-8401-7100-0000</u>	Nonexpert opinion evidence	737-8433-6712-0000	8(a)(3)
<u>737-8401-7700-0000</u>	Testimony regarding decedent's or incapacitated individual's statements or conduct	737-8433-6712-3300	Reports regarding discharge not made in usual course of business
<u>737-8401-8000-0000</u>	Respondent's statement of position	737-8433-6712-5000	That employer had made unconditional offer of reinstatement
737-8401-8200-0000	Evidence contained in newspaper article	737-8433-6712-6700	That employer had amiable relations with other unions or union employees
<u>737-8401-8400-0000</u>	Affidavit of decedent	737-8433-6718-0000	8(a)(5)
<u>737-8401-8500-0000</u>	Affidavit of unavailable or hostile witness	737-8433-6718-1700	Conspiracy of charging union to violate State law and State court injunctions
737-8401-9900-0000	Other	<u>737-8433-6718-2500</u>	Evidence relating to continuing union majority
<u>737-8433</u> EXCLUSION OF EVIDENCE		737-8433-6718-3300	Evidence relating to R proceeding
<u>737-8433-0100-0000</u>	Generally	<u>737-8433-6718-5000</u>	Supervisor's pro-union statements before election
<u>737-8433-0150-0000</u>	Prejudicial exclusions only significant	737-8433-6718-6700	Misrepresentations by union
<u>737-8433-0150-2500</u>	No prejudice where excluded evidence is cumulative	737-8433-6718-8300	Strike misconduct
<u>737-8433-0150-3700</u>	No prejudice where offer of proof adequate to resolve issue	<u>737-8433-6724-0000</u>	Hearsay
<u>737-8433-0150-5000</u>	No prejudice where excluded evidence is immaterial	737-8433-6724-5000	Exception because of "circumstantial guarantees of trustworthiness" under Federal Rule of Evidence Section 804
737-8433-0150-7500	No prejudice where ALJ assumed existence of fact to be proved	737-8433-6727-0000	Subjective evidence concerning prior state of mind
<u>737-8433-1700-0000</u>	Privileged evidence	<u>737-8433-6731-0000</u>	Impeaching evidence
<u>737-8433-1750-0000</u>	Attorney - client	737-8433-6737-0000	Incomplete contracts
737-8433-3300-0000	Subjects improperly excluded	737-8433-6738-0000	Abstracts of payroll records
<u>737-8433-3333-0000</u>	8(a)(1) or (2)	737-8433-6740-0000	Dividends on stock investment
737-8433-3333-3300	Employee's knowledge of employer's neutrality	737-8433-6740-0000	Unlawful contracts or provisions thereof
737-8433-3333-5000	Charitable solicitation during work time where rule applied to prohibiting union solicitations	737-8433-6743-0000	Memoranda of Board witnesses not used to refresh recollection
737-8433-3333-5900	Evidence in 8(b)(7)(A) proceeding designed to establish employer's unlawful assistance and/or domination of incumbent union	737-8433-6749-0000	Memoranda used by Board witnesses to refresh recollection prior to hearing
737-8433-3333-6700	Testimony of employees that "we were not coerced"	737-8433-6755-0000	Character of preliminary investigation
737-8433-3350-0000	8(a)(3)	737-8433-6762-0000	Records and testimony of Board representative
<u>737-8433-3350-3300</u>	Employees' participation in unprotected activities	737-8433-6764-0000	Subject matter beyond scope of hearing
<u>737-8433-3350-4000</u>	Evidence in support of E's defense of business justification	737-8433-6769-0000	Subject matter beyond scope of remand to ALJ
<u>737-8433-3350-5000</u>	Evidence in support of employer's defense of good faith belief that strikers engaged in misconduct	737-8433-6770-0000	Subject matter beyond scope of court remand
737-8433-3350-6700	Testimony bearing on applicants' good faith in seeking employment	<u>737-8433-6772-0000</u>	Contents of settlement negotiations
737-8433-3367-0000	8(a)(5)	737-8433-6775-0000	Testimony of or concerning government conciliators
		<u>737-8433-6781-0000</u>	State laws, regulations, decisions, publications, etc.

737-8433-6787-0000 ULP evidence not admissible
in R proceeding
737-8433-6788-0000 Evidence in settled case
involving same parties
737-8433-6793-0000 Where issue res judicata
737-8433-6796-0000 Refusal to produce evidence
under subpoena bars party's own use of it

**737-8467 EVIDENCE RELATING TO EVENTS
BARRED BY 6-MONTH LIMITATION**

737-8467-0100-0000 Generally
737-8467-3300-0000 Admissible for background
purposes
737-8467-5000-0000 Inadmissible to show invalid
certification, petition or recognition
737-8467-6700-0000 Admissible to test credibility
of witnesses

750 RES JUDICATA

750-0100 GENERALLY
750-0150 PRIOR COURT OR AGENCY DECISION
750-2500 FORMS OF APPLICATION
750-2533 COLLATERAL ESTOPPEL--
SUBSEQUENT PROCEEDING BASED
ON DIFFERENT CAUSE OF ACTION
750-2550 COLLATERAL ESTOPPEL--
SUBSEQUENT PROCEEDING BASED
ON SAME CAUSE OF ACTION
750-2567 DIRECT ESTOPPEL - SUBSEQUENT
PROCEEDING BASED ON SAME CAUSE
OF ACTION
750-5000 EFFECTS OF APPLICATION
750-5016 FINDINGS IN PRIOR BOARD DECISION
OR SETTLEMENT AGREEMENT NOT
APPLICABLE TO LATER CASE
INVOLVING DIFFERENT UNFAIR
LABOR PRACTICES AND DIFFERENT
CONDITIONS

750-5025 NOT CONCLUSIVE AS TO QUESTIONS
OF FACT NOT ACTUALLY LITIGATED
750-5032 NOT OPERATIVE WHERE PARTIES
ARE DIFFERENT
750-5037 NOT OPERATIVE WHERE PRIOR
DETERMINATION NOT NECESSARY
TO DECISION
750-5043 NOT OPERATIVE WHERE NON-8(a)(5)
CASE INVOLVES PRIOR
REPRESENTATION CASE FINDINGS
750-5050 OPERATIVE NO MATTER WHO WON
FIRST ACTION AND WHO BRINGS
SECOND ACTION
750-5075 BURDEN OF PROOF ON PERSON WHO
WANTS JUDGMENT IN FIRST ACTION
TO BE ADJUDGED CONCLUSIVE
750-5087 OPERATIVE ONLY AGAINST SAME
PARTY INVOLVED IN PRIOR CASE
750-6200 APPLICATION INAPPROPRIATE
750-7500 FINDINGS OF OTHER TRIBUNALS
BASED ON SAME EVIDENCE NOT
BINDING ON BOARD

762 LACHES

762-0100 GENERALLY

762-2000 ELEMENTS OF LACHES

**762-2025 PARTY MUST BE UNREASONABLE IN HIS DELAY AFTER LEARNING FACTS
762-2050 DELAY HAS MADE ASSERTION OF RIGHT OF ACTION UNFAIR BECAUSE OF:**

762-2050-3300-0000 Hardship it might cause

762-2050-6700-0000 Change of circumstances

762-2075 CHANCE OF ERROR IF ACTION IS ALLOWED BECAUSE OF TIME LAPSE

762-2075-2500-0000 May cause doubt as to ascertainment of facts

762-2075-5000-0000 Witnesses may have died

762-2075-7500-0000 Papers may have been lost

**762-4000 POSSIBLE EXCUSES FOR DELAY
762-4020 BECAUSE OF FIDUCIARY OR CONFIDENTIAL RELATIONSHIP PARTY HESITATED TO BRING ACTION**

762-4040 COMPLAINANT DID NOT KNOW OR UNDERSTAND HIS RIGHTS

762-4060 OTHER PARTY FRAUDULENTLY CONCEALED FACTS

762-4080 MENTAL OR PHYSICAL INCAPACITY OF COMPLAINANT

762-6000 COMPLAINANT NORMALLY WOULD BE BARRED IF APPLICABLE STATUTE OF LIMITATIONS IN ANALOGOUS SITUATIONS HAS RUN

762-8000 NOT AVAILABLE AGAINST BOARD

775	WAIVER		
<u>775-0100</u>	GENERALLY	<u>775-8733</u>	RIGHT TO DISCIPLINE UNION OFFICERS FOR BREACH OF AFFIRMATIVE CONTRACTUAL DUTIES
<u>775-1200</u>	MAY BE VERBAL OR IN WRITING	<u>775-8735</u>	RIGHT TO APPROVE NEW REPRESENTATIVE
<u>775-2500</u>	MAY RESULT FROM IMPLICATION OR USAGE	<u>775-8736</u>	WAIVER IMPAIRING EMPLOYEES' RIGHTS TO CHOOSE GRIEVANCE REPRESENTATIVE
<u>775-3100</u>	ACTUAL NOTICE OF MATTER TO BE WAIVED	<u>775-8737</u>	RIGHT TO SOLICIT OR DISTRIBUTE
<u>775-3700</u>	ASSENT MUST BE CLEAR, IT WILL NOT BE INFERRED FROM DOUBTFUL LANGUAGE OR FACTS	<u>775-8740</u>	RIGHT TO ENGAGE IN PROTECTED CONCERTED ACTIVITY
<u>775-5000</u>	WAIVER OF PROCEDURAL PROVISIONS	<u>775-8743</u>	STRIKERS' RIGHTS
<u>775-5001</u>	GENERALLY	<u>775-8750</u>	FAILURE TO OBJECT TO ELECTION NOT WAIVER OF PREELECTION ULP'S
<u>775-5012</u>	UNFAIR LABOR PRACTICES	<u>775-8753</u>	UNION'S FAILURE TO OBJECT TO E'S PAST UNILATERAL CHANGES NOT WAIVER AS TO PRESENT CHANGES
<u>775-5025</u>	RIGHT TO OBJECT TO ELECTION	<u>775-8755</u>	WITHDRAWAL OF ELECTIONS PETITION NOT WAIVER OF PREELECTION UNFAIR LABOR PRACTICES
<u>775-5038</u>	RIGHT TO COMPLAIN OF INADEQUACY OF RECORD IN BOARD REVIEW OF REGIONAL DIRECTOR'S DECISION	<u>775-8762</u>	NO WAIVER IN CONTINUING CONTRACT NEGOTIATIONS UNDER PROTEST AGAINST EMPLOYER'S REFUSAL TO MEET WITH DESIGNATED REPRESENTATIVE
<u>775-5050</u>	RIGHT TO HEARING MAY BE WAIVED	<u>775-8765</u>	WAIVER TO ENFORCE CONTRACT REACHED BY ENGAGING IN FURTHER NEGOTIATIONS
<u>775-5060</u>	RIGHT TO SEC.10(b) DEFENSE	<u>775-8770</u>	PROTEST NOT ENOUGH WITHOUT REQUEST FOR BARGAINING
<u>775-5075</u>	RIGHT TO VERBATIM TRANSCRIPT MAY BE WAIVED	<u>775-8775</u>	CONTRACT WAIVER OF RIGHTS TO BARGAIN CONCERNING MATTERS NOT COVERED
<u>775-5088</u>	SUBPENAEED WITNESSES' WAIVER OF WITNESS AND MILEAGE FEES	<u>775-8780</u>	RIGHT TO REPRESENT UNIT EMPLOYEES
<u>775-6200</u>	APPLICABILITY TO BOARD	<u>775-8787</u>	RIGHT TO ASSISTANCE OF UNION REPRESENTATIVE AT INVESTIGATORY INTERVIEW
<u>775-7500</u>	ELECTION OF REMEDIES (ANALOGOUS TO WAIVER)	<u>775-8799</u>	CONTRACTUAL PROVISIONS
<u>775-7550</u>	PARTY WHO HAS A CHOICE OF SEVERAL RIGHTS OR REMEDIES ADOPTS ONE AND DESTROYS ALL RIGHTS TO OTHERS	775-8799-5000-0000	Right to file unfair labor practice charges
<u>775-8065</u>	WAIVER TO ENFORCE CONTRACT REACHED BY ENGAGING IN FURTHER NEGOTIATIONS	<u>775-9000</u>	CONTRACT OR SETTLEMENT AGREEMENT DEFENSES
<u>775-8700</u>	WAIVER OF PROTECTED RIGHTS	<u>775-9050</u>	AUTOMATIC RENEWAL OF CONTRACT
<u>775-8701</u>	GENERALLY		
<u>775-8712</u>	RIGHT TO OBSERVE PICKET LINE		
<u>775-8718</u>	RIGHT TO REINSTATEMENT, FUTURE EMPLOYMENT, BACKPAY OR REIMBURSEMENT		
<u>775-8725</u>	RIGHT TO STRIKE MAY BE WAIVED BY EXPLICIT CONTRACTUAL PROVISIONS		
<u>775-8731</u>	RIGHT TO BARGAIN OVER MANDATORY SUBJECTS		

787 ESTOPPEL

787-0100 GENERALLY
787-2000 ELEMENTS OF ESTOPPEL
787-2033 INTENTIONALLY CAUSING PARTY TO BELIEVE FACTS TO BE OTHER THAN WHAT THEY REALLY ARE
787-2067 KNOWING OF SUCH BELIEF AND OF POSSIBLE CHANGE IN POSITION IN RELIANCE THEREON, REASONABLE STEPS TO NOTIFY PARTY OF TRUE STATE OF FACTS WERE NOT TAKEN
787-4000 TYPES OF ESTOPPEL
787-4025 ESTOPPEL BY SILENCE
787-4025-5000-0000 Duty to give information is one of due care
787-4037 EQUITABLE ESTOPPEL
787-4050 PROMISSORY ESTOPPEL
787-4075 ESTOPPEL BY MISREPRESENTATION THAT ONE WHO HAS NO AUTHORITY TO ACT HAS SUCH AUTHORITY (SEE ALSO AGENCY 712-5028)
787-6000 ESTOPPEL OF BOARD
787-6001 GENERALLY
787-6005 ADVICE OF BOARD AGENT
787-6012 GENERAL COUNSEL'S RULINGS OR OTHER ACTIONS

787-6025 LEAVE TO WITHDRAW CHARGES WITHOUT PREJUDICE
787-6037 PREVIOUS NONEXERCISE OF JURISDICTION NOT CONTROLLING
787-6050 PRIOR COMPLAINT PROCEEDING
787-6050-2500-0000 Effect of prior Board adjudication
787-6050-5000-0000 Effect of settlement agreement
787-6050-7500-0000 Denial of motion to reopen record
787-6062 PRIOR REPRESENTATION PROCEEDING
787-6075 RETROACTIVE APPLICATION OF CHANGED POLICY
787-6075-0100-0000 Generally
787-6075-3300-0000 Improper
787-6075-6700-0000 Proper
787-6075-6725-0000 Reversal of definitely established policy must be involved
787-6075-6750-0000 Where necessary to effectuate Act's policies
787-6075-6775-0000 Where old rule not relied on by parties
787-6087 REGIONAL DIRECTOR'S RULINGS
787-6094 COLLATERAL COURT LITIGATION
787-6097 ANCILLARY COURT LITIGATION
787-8000 ESTOPPEL OF PARTIES

800 COURT PROCEEDINGS

817 PROCEEDINGS FOR ENFORCEMENT OR REVIEW OF BOARD DECISIONS AND ORDERS

817-0100 GENERALLY

817-0125 BOARD ALONE MAY SEEK ENFORCEMENT

817-0150 ENFORCEMENT PERMISSIVE, NOT MANDATORY

817-0175 NATURE OF PROCEEDINGS UNDER 10(e) AND (f)

817-0175-5000-0000 Combination of appeal and motion to enforce

817-0500 JURISDICTION

817-0501 GENERALLY

817-0525 COURT JURISDICTION EXCLUSIVE UPON FILING OF RECORD

817-0525-5000-0000 Board may modify or set aside until record is filed

817-0550 ORDER REVIEWED MUST BE "FINAL ORDER" UNDER SECTION 10(c)

817-0550-0100-0000 Generally

817-0550-3300-0000 Not final orders

817-0550-3301-0000 Generally

817-0550-3312-0000 Abstract assertion of jurisdiction

817-0550-3325-0000 Dismissal of representation case

817-0550-3337-0000 Direction of election, certification, "unit clarification," etc.

817-0550-3350-0000 Setting aside of election

817-0550-3362-0000 Precomplaint or postcomplaint settlement

817-0550-3375-0000 Refusal to issue complaint

817-0550-3379-0000 Withdrawal or dismissal of complaint before or during hearing

817-0550-3387-0000 Refusal to issue subpoena; enforcement of discovery orders

817-0550-3390-0000 Closing of preelection hearing

817-0550-3395-0000 Determination in 10(k) proceeding

817-0550-6700-0000 Final orders

817-0550-6750-0000 Order dismissing complaint

817-0550-6775-0000 Order quashing notice of Sec. 10(k) hearing

817-0575 STANDING AS "PERSON AGGRIEVED" UNDER SECTION 10(f)

817-0575-0100-0000 Generally

817-0575-3300-0000 Alleged discriminatees where complaint dismissed

817-0575-5000-0000 Charging party objecting to Board order approving settlement

817-0575-6700-0000 Employer subject to conditional bargaining order

817-0900 VENUE

817-0925 APPROPRIATE CIRCUIT OR DISTRICT

817-0925-2500-0000 Where ULP occurred

817-0925-5000-0000 Where "person" resides

817-0925-5050-0000 Having greatest aggrievement
817-0925-7500-0000 Where "person" transacts business

817-0950 PETITIONS FILED IN MORE THAN ONE CIRCUIT

817-0950-5000-0000 Transfer to where first filed

817-0975 MOTIONS FOR TRANSFER TO ANOTHER COURT

817-1400 STAY OF BOARD ORDER

817-1401 GENERALLY

817-1401-5000-0000 Filing of petition for enforcement or review does not stay Board order

817-1425 CIRCUMSTANCES FOR GRANT OF STAY

817-1450 STAY GRANTED

817-1475 STAY DENIED

817-2300 PARTIES

817-2301 GENERALLY

817-2320 CHARGING PARTY NOT PROPER PARTY TO RESPONDENT'S PETITION FOR REVIEW OF AFFIRMATIVE ORDER

817-2340 RESPONDENT BEFORE BOARD NOT PROPER PARTY TO CHARGING PARTY'S PETITION FOR REVIEW OF DISMISSAL OF COMPLAINT

817-2360 DOMINATED LABOR ORGANIZATION NOT NECESSARY PARTY

817-2380 PERSON "AGGRIEVED"

817-2380-5000-0000 Party not "aggrieved" by favorable order

817-2700 INTERVENTION

817-2750 PERSONS ENTITLED TO INTERVENE

817-2750-2000-0000 Where complaint dismissed

817-2750-2050-0000 Respondent before Board

817-2750-4000-0000 Where order entered

817-2750-4050-0000 Charging party

817-2750-6000-0000 Trustee in bankruptcy

817-2750-8000-0000 Individual employees opposing enforcement of bargaining order

817-3200 PLEADINGS

817-3217 WITHDRAWAL OF PETITION SUBJECT TO APPROVAL OF COURT

817-3233 FAILURE TO RAISE ISSUE IN PLEADINGS DOES NOT PRECLUDE CONSIDERATION ON MERITS WHERE ARGUED

817-3250 FAILURE TO ARGUE SPECIFIC POINT DOES NOT CONSTITUTE WAIVER WHERE ORDER SOUGHT TO BE ENFORCED IN FULL

817-3267 PETITION NOT SUBJECT TO MOTION TO STRIKE

817-3283 TIMELINESS OF PETITION

817-3283-2500-0000 60-Day limit of Rule 73, FRCP, not applicable

817-3283-5000-0000 Board orders do not become stale and are enforceable at any time

817-3283-7500-0000 Delay in filing petition for review

817-3283-7550-0000 Doctrine of laches applicable

817-3600 CONSOLIDATION OF PROCEEDINGS

817-3633 CONSOLIDATION OF SEPARATE CASES AGAINST SAME RESPONDENT

817-3667 CONSOLIDATION OF SEPARATE CASES INVOLVING SAME CONTROVERSY

817-3667-3300-0000 Board case with Board case

817-3667-6700-0000 Board case with non-Board court action

817-4100 RECORD

817-4125 CASE MUST BE HEARD ON RECORD CERTIFIED BY BOARD

817-4125-3300-0000 Power of court to compel correction of transcript

817-4125-6700-0000 Supplementation through attachments to brief

817-4150 FORM OF RECORD

817-4175 CONTENTS OF RECORD

817-4175-2500-0000 Record of complaint proceeding

817-4175-5000-0000 Record of representation proceeding

817-4175-5033-0000 Does not include pre-hearing investigatory file

817-4175-5067-0000 Does not include material from investigatory file of post-election issues

817-4500 BRIEFS AND ORAL ARGUMENT

817-4533 ORAL ARGUMENT DISCRETIONARY

817-4567 SUMMARY DISPOSITION PROCEDURES

817-5000 DEFAULT JUDGMENT

817-5025 WHAT CONSTITUTES DEFAULT

817-5050 JUDGMENT ON BOARD MOTION FOR DEFAULT

817-5075 SCOPE OF COURT REVIEW OF RECORD

817-5400 SUMMARY ENFORCEMENT

817-5401 GENERALLY

817-5408 WANT OF PROSECUTION

817-5417 JUDGMENT ENTERED UPON RECORD WHERE VALIDITY OF ORDER CONCEDED

817-5425 FAILURE TO FILE TIMELY BRIEF

817-5433 BOARD NOT ENTITLED AS OF RIGHT TO JUDGMENT IN ABSENCE OF EXCEPTIONS

817-5450 SCOPE OF COURT REVIEW OF RECORD

817-5467 "EXTRAORDINARY CIRCUMSTANCES" EXCEPTION OF 10(e) APPLICABLE

817-5483 ENFORCEMENT IN OPEN COURT

817-5900 SCOPE OF JUDICIAL REVIEW

817-5901 GENERALLY

817-5901-3300-0000 Standard of review same over cases announcing general principles

817-5901-5000-0000 Reviewable "final" agency action

817-5901-6700-0000 Enforcement mandatory where Board has acted properly

817-5901-8300-0000 Where Board overturns prior line of cases

817-5901-8400-0000 Standard of review of Board decision announcing altered interpretation of Act

817-5901-8500-0000 Board decision regarding issues raised not abuse of discretion

817-5901-9000-0000 Standard of review of Board decisions involving application of Board policy (abuse of discretion)

817-5907 FINDINGS OF FACT

817-5907-2000-0000 Reviewable as to whether supported by "substantial evidence on the record considered as a whole"

817-5907-2001-0000 Generally

817-5907-2033-0000 Erroneous findings immaterial where other evidence sustains conclusions

817-5907-2067-0000 Court may rely on record evidence not cited by Board

817-5907-4000-0000 Court determines sufficiency of evidence supporting admitted or uncontested findings

817-5907-8000-0000 Court may not encroach upon fact-finding prerogatives of Board

817-5907-8500-0000 Weight given findings of ALJ or Hearing Officer

817-5911 CREDIBILITY RESOLUTIONS

817-5914 CONCLUSIONS OF LAW

817-5914-0100-0000 Generally

817-5914-1200-0000 Application of intervening change in law while case is on appeal

817-5914-2500-0000 Weight given ALJ conclusions

817-5914-5000-0000 Experienced judgment of Board entitled to great weight

817-5914-7500-0000 Consideration may be given to fact Board and Administrative Law Judge reached different results or that Board members failed to reach agreement among themselves

817-5921 MIXED QUESTIONS OF LAW AND FACT

817-5928 DISCRETION IN EXERCISE OF JURISDICTION

817-5932 PROTECTED NATURE AND/OR CONCERTEDNESS OF ACTIVITY

817-5935 UNIT DETERMINATIONS

817-5935-0100-0000 Generally

817-5935-2500-0000 Scope or composition of unit

817-5935-5000-0000 Supervisory or professional status of employee

817-5935-7500-0000 Independent contractor status

817-5935-8700-0000 Managerial status

817-5942 CONDUCT OF ELECTIONS AND CERTIFICATION OF UNIONS

817-5942-0100-0000 Generally

817-5942-1000-0000 Rerun election

817-5942-2000-0000 Mechanics of election

817-5942-4000-0000 Counting of ballots

817-5942-6000-0000 Rulings on challenges

817-5942-8000-0000 Rulings on objections

817-5942-9000-0000 Orders in representation proceedings

817-5944 DETERMINATIONS AS TO EFFECTS OF ULPS ON REPRESENTATION ELECTIONS

817-5949 JURISDICTIONAL DISPUTE DETERMINATIONS

<u>817-5953</u>	SECONDARY BOYCOTT DETERMINATIONS		
<u>817-5956</u>	REMEDIAL ORDER PROVISIONS		
<u>817-5963</u>	BACKPAY DETERMINATIONS		
<u>817-5970</u>	INTERPRETATION OF STATUTES		
<u>817-5970-5000-0000</u>	NLRA		
<u>817-5977</u>	INTERPRETATION OF ADMINISTRATIVE REGULATIONS		
<u>817-5984</u>	DISCRETIONARY ADMINISTRATIVE POLICIES		
<u>817-5991</u>	CONTRACT CONSTRUCTION		
<u>817-6300</u>	ADDUCTION OF ADDITIONAL EVIDENCE		
<u>817-6301</u>	GENERALLY		
817-6301-3300-0000	Review power of court not enlarged		
817-6301-6700-0000	Discretion of court in ruling on motion		
<u>817-6325</u>	EXISTENCE AND MATERIALITY OF PROFFERED EVIDENCE MUST BE SHOWN		
<u>817-6350</u>	REASONABLE GROUNDS FOR FAILURE TO ADDUCE BEFORE BOARD		
<u>817-6375</u>	EVIDENCE WHICH MAY NOT BE ADDUCED		
817-6375-2500-0000	Cumulative evidence		
<u>817-6375-5000-0000</u>	Events subsequent to Board order		
817-6375-5017-0000	Change of ownership		
817-6375-5033-0000	Change of management		
<u>817-6375-5050-0000</u>	Compliance with Board order		
817-6375-5067-0000	Discontinuance of business		
817-6375-5083-0000	Union's loss of representative status		
<u>817-6375-7500-0000</u>	Evidence not shown to have been unavailable at hearing		
<u>817-6800</u>	CONTENTIONS NOT RAISED BEFORE BOARD OR COURTS		
<u>817-6801</u>	GENERALLY		
<u>817-6817</u>	ISSUES NOT RAISED BEFORE BOARD WILL NOT BE CONSIDERED BY COURT		
<u>817-6825</u>	THEORY OF CASE NOT RELIED UPON BY BOARD WILL NOT BE CONSIDERED BY COURT		
<u>817-6833</u>	OBJECTIONS NOT URGED BEFORE BOARD MAY NOT BE CONSIDERED		
817-6833-1400-0000	10(e) provision applicable also to 10(f) proceeding		
<u>817-6833-2500-0000</u>	Except where Board enlarges order or changes theory of violation		
<u>817-6833-2800-0000</u>	Failure to except to proposed findings and order conclusive		
817-6833-2825-0000	Except where Board enlarges order		
817-6833-2850-0000	Stipulated record without proposed findings not subject to objections		
<u>817-6833-2875-0000</u>	Objections raised by motion for reconsideration or other pleading		
<u>817-6833-4200-0000</u>	Failure to except to rulings on admission of evidence		
<u>817-6833-5000-0000</u>	Unless failure to object excused because of extraordinary circumstances		
<u>817-6833-5600-0000</u>		Objections must be specific	
817-6833-7000-0000		Issues not seen to be important until controlling--decision in another case issued	
<u>817-6833-8400-0000</u>		Objections concerning orders	
<u>817-6850</u>	MOOTNESS OF ISSUES		
<u>817-6850-5000-0000</u>		Changes after Board order affecting propriety of enforcement may be considered	
<u>817-6867</u>	SUBJECT MATTER JURISDICTION MAY BE QUESTIONED AT ANY TIME		
<u>817-6875</u>	LACK OF INDISPENSABLE PARTY MAY BE RAISED AT ANY TIME		
<u>817-6883</u>	CONTENTIONS AVAILABLE BUT NOT MADE TO COURT ON FIRST HEARING NOT AVAILABLE FOR REHEARING		
<u>817-6890</u>	ISSUES NOT RAISED IN OPENING BRIEFS TO COURT CAN NOT BE RAISED IN SUPPLEMENTAL BRIEFS		
<u>817-7200</u>	JUDGMENT		
<u>817-7217</u>	ISSUANCE OF JUDGMENT		
<u>817-7233</u>	ENFORCEMENT OF BOARD ORDER		
<u>817-7233-2200-0000</u>		Limited to facts of case	
<u>817-7233-3300-0000</u>		As modified	
817-7233-6700-0000		Modification sua sponte by court	
<u>817-7242</u>	DENIAL OF ENFORCEMENT OF BOARD ORDER		
<u>817-7242-2500-0000</u>		Failure to abide by circuit's precedent	
817-7242-5000-0000		Decision by equally divided court	
<u>817-7242-7500-0000</u>		Improper request	
<u>817-7250</u>	MODIFICATION OF JUDGMENT		
<u>817-7250-1700-0000</u>		Board action as prerequisite for modification	
817-7250-3300-0000		Incorporation of supplemental findings	
817-7250-5000-0000		Required by amendment to NLRA	
817-7250-6700-0000		Required by subsequent impossibility of performance	
817-7250-8300-0000		Not required by decertification of union bargaining order	
<u>817-7267</u>	RECONSIDERATION OF JUDGMENT		
<u>817-7283</u>	VACATION OF JUDGMENT		
<u>817-7283-2500-0000</u>		Not proper after judgment final	
817-7283-5000-0000		Subsequent change of Board policy immaterial	
<u>817-7283-7500-0000</u>		Vacated because of intervening Supreme Court decision	
<u>817-7292</u>	RECALL OF MANDATE		
<u>817-7700</u>	REHEARING		
<u>817-7725</u>	PURPOSE OF		
<u>817-7750</u>	FOUNDATIONS FOR		
<u>817-7775</u>	REQUEST TO VACATE TREATED AS PETITION FOR REHEARING		
<u>817-8100</u>	REMAND TO BOARD		
<u>817-8101</u>	GENERALLY		
<u>817-8101-3300-0000</u>		Effect of remand	
<u>817-8101-3350-0000</u>		"Law of the case" binding on Board	

817-8101-6700-0000	Not necessary for implementation of interlocutory orders	<u>817-8150-7760-0000</u>	Not necessary where facts clear from record
817-8150 PURPOSE OF REMAND		817-8150-7765-0000	Basis of credibility findings
<u>817-8150-1100-0000</u>	Reconsideration in light of court opinion	817-8150-7768-0000	Compliance with Section 8(d) requirements of notice to mediation service
<u>817-8150-1700-0000</u>	Reconsideration in light of changed circumstances	<u>817-8150-7770-0000</u>	Determination of jurisdictional dispute
<u>817-8150-2200-0000</u>	Reconsideration in light of intervening decisions of other courts	817-8150-7775-0000	Coercion in obtaining authorization cards
817-8150-2700-0000	Reconsideration to determine if Board policies would be violated	<u>817-8150-7777-0000</u>	Explain basis for decision
<u>817-8150-3300-0000</u>	Reconsideration in light of subsequent Board decision	817-8150-7779-0000	Successorship determination
817-8150-3500-0000	Reconsideration in light of preceding Board decision	<u>817-8150-7780-0000</u>	Successor employer liability
<u>817-8150-3900-0000</u>	Reconsideration at Board request	817-8150-7785-0000	Primary or secondary objectives of union
<u>817-8150-4400-0000</u>	Clarification of Board order	<u>817-8150-7787-0000</u>	Negotiations before implementing unilateral changes
<u>817-8150-4900-0000</u>	Fashion appropriate remedy	817-8150-7790-0000	Fairness of arbitration proceedings
<u>817-8150-5500-0000</u>	Consideration of offer of proof	<u>817-8150-7795-0000</u>	Mandatory or nonmandatory subject of bargaining
<u>817-8150-6600-0000</u>	Repeat or rerun election	817-8150-7797-0000	Amount of Equal Access to Justice Act award
<u>817-8150-7700-0000</u>	Additional findings	<u>817-8150-7799-0000</u>	Other
<u>817-8150-7710-0000</u>	Objections to election	<u>817-8150-8800-0000</u>	Modification of order
817-8150-7712-0000	Fitness of employee	817-8150-9100-0000	Dismissal
<u>817-8150-7715-0000</u>	Challenges to ballots	<u>817-8150-9900-0000</u>	Other
817-8150-7720-0000	Effect of amendments to Act	817-8600 COSTS AND FEES	
<u>817-8150-7725-0000</u>	Determination of majority status	817-8633 ALLOCATION OF COSTS OF PRINTING RECORD	
<u>817-8150-7727-0000</u>	Appropriateness of unit	817-8667 AWARDS UNDER FRAP 38 (Damages for delay)	
<u>817-8150-7728-0000</u>	Unilateral change	817-8682 AWARDS OF ATTORNEY FEES AND OTHER EXPENSES UNDER EQUAL ACCESS TO JUSTICE ACT	
<u>817-8150-7729-0000</u>	Agency	<u>817-8682-6000-0000</u>	Compensated fees and expenses
<u>817-8150-7730-0000</u>	Supervisory, professional, etc. status of employee	<u>817-8682-6001-0000</u>	Generally
<u>817-8150-7733-0000</u>	Whether civil suit has genuine issue of material fact or law	817-9100 CERTIORARI TO SUPREME COURT	
<u>817-8150-7735-0000</u>	Determination of impact of employer's unfair labor practices on employees' union adherence or protected activities	817-9125 STAY PENDING FILING OF PETITION FOR CERTIORARI	
817-8150-7738-0000	Validity of reinstatement offer	817-9150 GROUNDS FOR CERTIORARI	
<u>817-8150-7740-0000</u>	Backpay determination	817-9150-3300-0000	Conflict of circuits
<u>817-8150-7743-0000</u>	Appropriateness of bargaining order	817-9150-6700-0000	Important question
817-8150-7745-0000	Basis of justification for no solicitation, no distribution rule	817-9175 EFFECT OF DENIAL OF SUPREME COURT PROCEDURES	
<u>817-8150-7750-0000</u>	Motivation for respondent's action	817-9600 INTERVENTION	
<u>817-8150-7755-0000</u>	For consideration of appropriate relief	817-9633 COURT OF APPEALS DETERMINATIONS OF SUBSTANTIALITY OF EVIDENCE NOT REVIEWABLE	
		817-9667 REMAND FROM SUPREME COURT	

833 PROCEEDINGS ON CONTEMPT OF COURT JUDGMENT

833-0100 GENERALLY

833-0125 BOARD ONLY MAY INSTITUTE CONTEMPT PROCEEDINGS

833-0150 CONTEMPT PROCEEDINGS AS ULTIMATE SANCTION TO OBTAIN COMPLIANCE

833-0150-2500-0000 With Board order

833-0150-5000-0000 With Section 10(l) injunction

833-0150-7500-0000 With Section 10(j) injunction

833-0175 CONTEMPT NOT EXCLUSIVE SANCTION FOR BOARD FOR VIOLATIONS SUBSEQUENT TO DECREE

833-0175-5000-0000 Board proceedings on new complaint may be appropriate where violations involve circumstances unrelated to outstanding judgment

833-1700 PROCEDURE

833-1701 GENERALLY

833-1707 PLEADINGS

833-1707-2500-0000 Petition

833-1707-2550-0000 Particularity required

833-1707-5000-0000 Answer

833-1707-7500-0000 Order to show cause

833-1714 PARTIES SUBJECT TO CITATION

833-1714-2500-0000 Affiliated corporation

833-1714-3300-0000 Supervisors

833-1714-5000-0000 Officer of corporation responsible for failure to carry out judgment

833-1714-5700-0000 Union

833-1714-6300-0000 Union officials

833-1714-7500-0000 Successors

833-1721 SERVICE OF PROCESS

833-1728 AVAILABILITY OF TEMPORARY RELIEF

833-1735 DENIAL OF PETITION

833-1738 SUMMARY JUDGMENT

833-1742 WITHDRAWAL OF PETITION

833-1749 INTERVENTION

833-1749-3300-0000 By charging party

833-1749-6700-0000 Enlargement of issues by intervenor

833-1756 HEARING ON PETITION

833-1756-0100-0000 Generally

833-1756-0150-0000 None necessary where record otherwise sufficient

833-1756-1700-0000 Decision on pleadings and affidavits

833-1756-3300-0000 Reference to Master

833-1756-3325-0000 Master appointed by Court

833-1756-3350-0000 Conduct of hearing by ALJ

833-1756-3375-0000 Use of findings in Board proceeding

833-1756-5000-0000 Discovery procedures

833-1756-6700-0000 Pretrial conference

833-1756-8300-0000 Standard of proof

833-1756-8333-0000 Civil contempt

833-1756-8333-5000 Preponderance of evidence

833-1756-8367-0000 Criminal contempt

833-1756-8367-5000 Beyond reasonable doubt

833-1756-8375-0000 Agency

833-1763 ENTITLEMENT TO JURY TRIAL

833-1770 EVIDENCE

833-1777 STANDARD OF REVIEW OF MASTER'S REPORT

833-1777-5000-0000 Subsidiary findings of fact must be affirmed unless "clearly erroneous"

833-1777-7500-0000 Court may waive defect of lack of findings

833-1785 DECISION BY COURT

833-1792 REMAND

833-1792-3300-0000 For additional evidence

833-1792-6700-0000 For additional findings

833-1796 COSTS OF PROCEEDINGS

833-1796-3300-0000 Discretion of court

833-1796-6700-0000 Taxable costs

833-1796-6714-0000 Purpose of assessment

833-1796-6728-0000 Assessment not subject to verification requirement of section 1924 title 28 USC

833-1796-6742-0000 Costs of litigation - attorney fees -

833-1796-6756-0000 Master's fees, stenographic costs, or printing costs

833-1796-6770-0000 Expense incurred on appeal from District Court to Court of Appeals

833-3300 ACTIONS CONSTITUTING CONTEMPT OF JUDGMENTS

833-3301 GENERALLY

833-3301-2500-0000 Conduct prior to decree is not contempt

833-3301-3300-0000 Finding of civil contempt invalid if underlying decree invalidated

833-3301-5000-0000 Conduct not specifically enjoined but within terms of decree

833-3301-5050-0000 But may be considered in determining violation of decree

833-3301-7500-0000 Future contempt will not be assumed

833-3301-8700-0000 Conduct taken to evade judgment of court

833-3311 8(a)(1) JUDGMENTS

833-3311-2000-0000 Broad cease and desist order

833-3311-4000-0000 Interference

833-3311-5000-0000 Statements and interrogation

833-3311-6000-0000 Physical assaults or threats of violence to discourage membership in labor organization

833-3311-8000-0000 Surveillance

833-3322 8(a)(2) JUDGMENTS

833-3322-2500-0000 Formation of successor to union ordered disestablished

833-3322-5000-0000 Interference with and support of new organization not union connected ordered disestablished

833-3322-7500-0000 Recognition of successor union

833-3333 8(a)(3) JUDGMENTS

833-3333-1000-0000 Discharge of discriminatee following reinstatement

833-3333-2000-0000 Discharge, layoff, demotion or other conduct after entry of decree

833-3333-3000-0000 Including repudiation of bargaining representative

<u>833-3333-4000-0000</u>	Dissipation of assets to defeat backpay decree	<u>833-5017-1217-0000</u>	Allow union access to employer's premises
833-3333-6000-0000	Employer not in contempt of backpay decree pending determination of amount by Board	833-5017-1225-0000	Allow employees access to union officials
<u>833-3333-7000-0000</u>	Failure to offer reinstatement	833-5017-1233-0000	Company to desist from surveillance
<u>833-3333-8000-0000</u>	Failure to pay backpay	<u>833-5017-1250-0000</u>	Company to formulate rules
833-3333-8033-0000	Inability to pay where liabilities incurred fraudulently immaterial	833-5017-1258-0000	Establish educational program for supervisors about employee and union rights
833-3333-8067-0000	Payment to discriminatee's creditor	833-5017-1267-0000	Protection of employees against assaults or threats of violence
833-3333-9000-0000	Inadequate offer of reemployment to discriminatees	833-5017-1275-0000	Notice to union of speeches to employees about union representation
<u>833-3338</u> 8(a)(4) JUDGMENTS		833-5017-1287-0000	Excelsior list
833-3338-3300-0000	Discrimination for assisting Board investigation	833-5017-1295-0000	Establish educational program
833-3338-6700-0000	Discrimination for filing charges or giving testimony	833-5017-2500-0000	8(a)(2) judgments
<u>833-3344</u> 8(a)(5) JUDGMENTS		833-5017-2525-0000	Disestablishment of new union supported and dominated by employer
<u>833-3344-0100-0000</u>	Generally	833-5017-2550-0000	Employer must not recognize any union within specified period without board certification
833-3344-0700-0000	Failure to meet frequently or at reasonable times	833-5017-2575-0000	Withdrawal of recognition
<u>833-3344-1400-0000</u>	Unilateral change in working conditions without consent of union	833-5017-3700-0000	8(a)(3) judgments
833-3344-2100-0000	Failure to make counterproposals	<u>833-5017-3725-0000</u>	Remove material from personnel files
833-3344-2400-0000	Failure to establish existence of impasse	833-5017-3733-0000	Backpay
833-3344-2800-0000	Refusal to bargain after loss of majority	833-5017-3750-0000	Preserve and make available records
833-3344-2900-0000	Presentation of, or adherence to, unacceptable proposals	833-5017-3767-0000	Reinstatement
<u>833-3344-3500-0000</u>	Refusal to furnish information	833-5017-3767-3300	Good-faith offer within 30 days
<u>833-3344-4200-0000</u>	Refusal to bargain in good faith	833-5017-3767-6700	Good-faith offer within 5 days
<u>833-3344-4600-0000</u>	Denial of plant access	833-5017-5000-0000	8(a)(5) judgments
833-3344-4900-0000	Refusal to sign contract	<u>833-5017-5001-0000</u>	Generally
833-3344-5600-0000	Repudiation of agreement	833-5017-5010-0000	Reimburse employees for losses of wages and benefits
833-3344-7000-0000	Request or demand of performance bond	<u>833-5017-5020-0000</u>	Notify union that company is ready to resume bargaining
<u>833-3344-7700-0000</u>	Withdrawal of recognition	<u>833-5017-5025-0000</u>	Furnish information
833-3344-8400-0000	Willful refusal to bargain is criminal contempt	833-5017-5030-0000	Rescind unilateral change and reinstate previous practice
833-3344-9400-0000	Bypassing or undermining union	<u>833-5017-5035-0000</u>	Cease and desist from making unilateral changes without notice to union and reasonable opportunity to bargain
<u>833-3355</u> 8(b)(1)(A) JUDGMENTS		833-5017-5040-0000	Sign contract embodying terms agreed upon in negotiations
<u>833-3362</u> 8(b)(2) JUDGMENTS		833-5017-5045-0000	Make counterproposals
<u>833-3366</u> 8(b)(3) JUDGMENTS		<u>833-5017-5060-0000</u>	Upon request, bargain with union, and if understanding is reached, sign agreement
833-3366-5000-0000	Union's unlawful or unreasonable conditions upon bargaining	<u>833-5017-5063-0000</u>	Bargain until agreement or impasse is reached
<u>833-3377</u> 8(b)(4) JUDGMENTS		<u>833-5017-5065-0000</u>	Set bargaining dates
<u>833-3388</u> NOTICE PROVISIONS OF JUDGMENT		833-5017-5070-0000	Reimburse union for costs of employer's engaging in bad faith bargaining
833-3388-5000-0000	Simultaneous posting and mailing of additional notices	833-5017-5080-0000	Withdrawal from agreement derogatory of certified representative's exclusive authority
<u>833-3399</u> COURT COSTS		833-5017-5090-0000	Grant union full status as collective-bargaining representative
<u>833-5000</u> TERMS OF PURGATION OF ADJUDICATION IN CONTEMPT		833-5017-5095-0000	Acknowledge court order
<u>833-5001</u> GENERALLY			
<u>833-5017</u> SPECIFIC REMEDIAL PROVISIONS			
833-5017-1200-0000	8(a)(1) judgments		
<u>833-5017-1208-0000</u>	Grant union access to bulletin boards		

<u>833-5017-6000-0000</u>	8(b)(1)(A) judgment	833-5067-3300-0000	To court
833-5017-6200-0000	8(b)(2) judgments	<u>833-5067-6700-0000</u>	To Regional Director
833-5017-7500-0000	8(b)(3) judgments	<u>833-5083</u>	GRANT BOARD ACCESS TO PLANTS AND RECORDS TO VERIFY COMPLIANCE WITH ORDER
833-5017-7550-0000	Withdraw illegal demands	<u>833-6700</u>	SANCTIONS TO ENFORCE JUDGMENT
<u>833-5017-8300-0000</u>	8(b)(4) judgments	<u>833-6701</u>	GENERALLY
<u>833-5033</u>	NOTICE PROVISIONS	<u>833-6701-5000-0000</u>	Nature and purpose
833-5033-1200-0000	Post at employer's plants	<u>833-6725</u>	FINES
833-5033-2500-0000	Post in business office or meeting hall	<u>833-6750</u>	PERSONAL ATTACHMENT OR COMMITMENT
833-5033-3300-0000	Contents	<u>833-6775</u>	IMPRISONMENT FOR CRIMINAL CONTEMPT
833-5033-3350-0000	Employer adjudged in contempt and ordered to purge itself by taking action set forth	<u>833-8300</u>	DEFENSES
833-5033-3363-0000	Individual corporate officers adjudged in contempt and ordered to purge themselves by taking action set forth	<u>833-8301</u>	GENERALLY
833-5033-3375-0000	Union adjudged in contempt and ordered to purge itself by taking action set forth	<u>833-8305</u>	LACK OF NOTICE OF JUDGMENT
833-5033-6700-0000	Method of notice	<u>833-8307</u>	ABSENCE OF WILLFULLNESS
833-5033-6733-0000	By employer	<u>833-8310</u>	DISAVOWAL
<u>833-5033-6733-2500</u>	Distribution to all employees individually	<u>833-8314</u>	COMPLIANCE
<u>833-5033-6733-5000</u>	Posting in plant	<u>833-8321</u>	EXTENUATING CIRCUMSTANCES, UNDUE BURDEN, ETC.
<u>833-5033-6733-6300</u>	By mail	833-8321-4000-0000	Advice or approval of Board agent
833-5033-6733-7500	Read notice at meeting	<u>833-8328</u>	FAILURE OF DISCRIMINATEE TO APPLY FOR REINSTATEMENT
833-5033-6733-8000	Require all persons dealing with union on its behalf to read notice and sign statement	<u>833-8332</u>	DURESS
833-5033-6750-0000	Persons required to sign notice	<u>833-8335</u>	FAILURE TO COMPLY WITH FRCP
833-5033-6767-0000	By union	<u>833-8338</u>	CONSTITUTIONAL OBJECTIONS
833-5033-6767-0900	Posting at offices of employer	<u>833-8342</u>	FREE SPEECH SECTION 8(c)
833-5033-6767-1700	Distribution to all employers with whom union has signed agreement	<u>833-8356</u>	GOOD FAITH
833-5033-6767-3300	Distribution to all employees individually	833-8356-4000-0000	"Question for decision is not one of the intent with which, but simply whether, certain Acts were done.'
833-5033-6767-4100	Notify in writing affiliated local unions	<u>833-8363</u>	IMPOSSIBILITY OF COMPLIANCE
<u>833-5033-6767-5000</u>	Distribution to all union members individually	833-8363-4000-0000	Insolvency
833-5033-6767-6700	Publication in company newspaper for employees	<u>833-8370</u>	INDEFINITENESS OR UNCERTAINTY OF JUDGMENT
833-5033-6767-7000	Publication in newspaper of general circulation	<u>833-8377</u>	MATTERS ADJUDICATED IN ENFORCEMENT PROCEEDING MAY NOT BE RELITIGATED
833-5033-6767-7500	Distribution to all employers who have exclusive hiring hall with union	<u>833-8380</u>	MOOTNESS
833-5033-6767-8300	Read notice at meeting	<u>833-8384</u>	SUBSEQUENT CHANGE OF CIRCUMSTANCES
833-5033-6767-9200	Distribution to secondary employers	833-8384-0100-0000	Generally
833-5033-6767-9700	Distribution to all employers in area	833-8384-2000-0000	Change in bargaining unit or representative
<u>833-5050</u>	TIME ALLOWED FOR PERFORMANCE	833-8384-3000-0000	Decertification proceedings
<u>833-5067</u>	REPORT OF COMPLIANCE WITH JUDGMENT	<u>833-8384-4000-0000</u>	Delay in petitioning for modification of court's decree crucial
		833-8384-5000-0000	Disability of discriminatee
		833-8384-6000-0000	Discontinuance of interstate operations
		833-8384-7000-0000	Loss of union's majority
		<u>833-8384-8000-0000</u>	Transfer, sale, or closing of business

850 PROCEEDINGS ANCILLARY TO BOARD PROCEEDING

850-2000 SUBPOENA ENFORCEMENT PROCEEDINGS

850-2001 GENERALLY

850-2001-3300-0000 Proceeding by Board ex rel requesting party
850-2001-6700-0000 Requesting party responsible for prosecution

850-2017 JURISDICTION OF U.S. DISTRICT COURTS

850-2017-3300-0000 Exclusive under Section 11
850-2017-6700-0000 Venue

850-2025 REQUIREMENT FOR GIVING NOTICE

850-2029 STANDARD OF REVIEW

850-2033 SCOPE OF COURT INQUIRY

850-2033-1000-0000 Comply with Federal Rules of Evidence or Civil Procedure
850-2033-2000-0000 Pendency of proceeding before Board
850-2033-3000-0000 Agency's purpose in issuing subpoena
850-2033-4000-0000 Administrative regularity of issuance of subpoena
850-2033-6000-0000 Exhaustion of administrative remedies to quash subpoena
850-2033-8000-0000 Relevance of materials requested or testimony sought to matters under investigation

850-2050 MATERIALS SOUGHT BY SUBPOENA

850-2050-2000-0000 List of employees and employment data
850-2050-4000-0000 Business volume data
850-2050-6000-0000 Statements of witnesses
850-2050-8000-0000 Eligible voter name and address list

850-2067 PERSONS WHOSE TESTIMONY ARE SOUGHT BY SUBPOENA

850-2067-3300-0000 Defendants in criminal proceeding
850-2067-6700-0000 Persons not under investigation
850-2067-8300-0000 Members of news media
850-2083 DEFENSES TO COMPLIANCE
850-2083-0700-0000 Manner of service
850-2083-1400-0000 Privilege
850-2083-2000-0000 Jurisdiction
850-2083-2800-0000 Infringement of constitutional rights
850-2083-4200-0000 Failure to tender witness fees
850-2083-5600-0000 Hardship
850-2083-7000-0000 Material required for private litigation
850-2083-7700-0000 Discovery
850-2083-8400-0000 Danger of misuse of information sought

850-2091 BASIS FOR COURT ACTION

850-2095 REMAND FROM COURT OF APPEALS

850-3000 LITIGATION EXPENSES _ SALARIES, COURT COSTS, ETC._

850-4000 INJUNCTIVE RELIEF UNDER SECTION 10(j)

850-4001 GENERALLY

850-4001-2500-0000 Board vested with power to apply for temporary relief
850-4001-2533-0000 Delegation to general counsel proper
850-4001-2567-0000 Delegation to regional director proper

850-4001-5000-0000 Nature of proceeding
850-4001-7500-0000 Purpose of proceeding to maintain status quo pending Board determination

850-4008 COURT PROCEDURE

850-4008-2000-0000 Venue
850-4008-4000-0000 Notice by moving party sufficient
850-4008-6000-0000 Parties
850-4008-8000-0000 Intervention
850-4008-8033-0000 Charging party
850-4008-8067-0000 Persons other than charging party

850-4008-9000-0000 Amicus curiae

850-4016 TEMPORARY RESTRAINING ORDER

850-4016-0100-0000 Generally
850-4016-2500-0000 Ex parte
850-4016-5000-0000 On notice
850-4016-7500-0000 Criteria for granting
850-4016-7501-0000 Generally
850-4016-7533-0000 Imminent danger of irreparable injury
850-4016-7544-0000 Danger of repetition
850-4016-7567-0000 Public interest
850-4016-8300-0000 Duration
850-4016-8700-0000 Contempt of temporary restraining order

850-4024 HEARING

850-4024-0100-0000 Generally
850-4024-2000-0000 Before court
850-4024-4000-0000 Before special master
850-4024-6000-0000 Evidence
850-4024-8000-0000 Discovery

850-4032 SCOPE OF COURT INQUIRY

850-4032-3300-0000 Commerce jurisdiction
850-4032-6700-0000 Reasonable cause to believe unfair labor practice has occurred
850-4032-6701-0000 Generally
850-4032-6733-0000 On facts
850-4032-6767-0000 As matter of law
850-4032-8300-0000 Equitable necessity

850-4039 CRITERIA FOR GRANT OF RELIEF

850-4039-0100-0000 Generally
850-4039-2000-0000 Purpose of Act frustrated
850-4039-2500-0000 Likelihood of success on merits
850-4039-4000-0000 Threat to public interest
850-4039-4500-0000 Just and proper
850-4039-5000-0000 Balancing of interests
850-4039-6000-0000 Imminent danger of irreparable harm
850-4039-7000-0000 Resumption or continuation of conduct
850-4039-8000-0000 Maintenance of status quo
850-4039-9000-0000 Stage of proceeding before Board

850-4043 CRITERIA FOR DENIAL OF RELIEF

850-4043-0100-0000 Generally
850-4043-2500-0000 Adequate business reason
850-4043-5000-0000 Delay in seeking injunction
850-4043-7500-0000 Noncoercive communication

850-4047 SCOPE OF RELIEF

850-4047-1700-0000 Within discretion of court
850-4047-3300-0000 Must cover indicated future violations
850-4047-5000-0000 Persons affected
850-4047-6700-0000 Territorial scope
850-4047-8300-0000 Duration

850-4055 COURT DECISION

850-4055-3300-0000 Not res judicata as to Board
850-4055-6700-0000 Ultimate relief is for Board

850-4057 COURT OF APPEALS REVIEW

850-4057-0100-0000 Generally
850-4057-0150-0000 Mootness
850-4057-5000-0000 Scope of review
850-4057-5025-0000 Findings of fact
850-4057-5050-0000 Legal conclusions
850-4057-5075-0000 Need for equitable relief
850-4057-7000-0000 Procedure
850-4057-7050-0000 Remand to District Court
850-4057-7060-0000 Remand to Regional Director

850-4062 CONTEMPT OF INJUNCTION (SEE ALSO 833-0000)

850-4070 EMPLOYER CONDUCT INVOLVED

850-4070-0800-0000 Assistance to union
850-4070-1600-0000 Violence or threats thereof
850-4070-1700-0000 Discharges
850-4070-1900-0000 Refusal to reinstate strikers
850-4070-2100-0000 Surveillance, coercion, interrogation, intimidation
850-4070-2500-0000 Distributing of anti-union literature
850-4070-2900-0000 Filing non-meritorious state court action in retaliation for employees exercising Section 7 rights
850-4070-3300-0000 Lockout
850-4070-3400-0000 Discontinuance or subcontracting of operation
850-4070-4200-0000 Disposal of assets
850-4070-4600-0000 Relocating unit work during midterm of contract
850-4070-5000-0000 Refusal to recognize or withdrawal of recognition
850-4070-5400-0000 Refusal to execute agreement
850-4070-5800-0000 Refusal to honor contract
850-4070-6700-0000 Refusal to bargain in good faith
850-4070-8300-0000 Discriminatory hiring practices

850-4078 UNION CONDUCT INVOLVED

850-4078-1400-0000 Discriminatory referral practices
850-4078-2100-0000 Coercion, intimidation, violence
850-4078-2800-0000 Strikes
850-4078-3500-0000 Acceptance of illegal recognition
850-4078-4200-0000 Failure to comply with 8(d)(3)

850-4078-5600-0000 Refusal to negotiate in good faith

850-4078-7000-0000 Refusal to sign agreed-upon contract

850-4078-8400-0000 Refusal to meet with designated representative

850-4085 RELIEF AGAINST EMPLOYERS

850-4085-0100-0000 Generally
850-4085-0500-0000 BROAD ORDERS (SPECIAL REMEDIES)

850-4085-0800-0000 Bargain with majority representative

850-4085-1700-0000 Recognize and bargain with certified union

850-4085-2500-0000 Sign and execute document
850-4085-2900-0000 Resume operations

850-4085-3300-0000 Reinstate employees

850-4085-4100-0000 Rescind unilateral changes

850-4085-4500-0000 Restore operation; dissolution of merger

850-4085-4800-0000 Render contract provisions voidable

850-4085-5000-0000 Cease giving effect to contract

850-4085-5400-0000 Cease disposing of assets

850-4085-5800-0000 Cease distributing anti-union literature

850-4085-6700-0000 Cease recognizing or assisting union until certified

850-4085-8000-0000 Bargain in good faith

850-4085-8300-0000 Make employees whole

850-4085-8500-0000 Cease and desist from interrogation, interference or coercion

850-4093 RELIEF AGAINST UNIONS

850-4093-1000-0000 Cease acting as employee representative until certified

850-4093-2000-0000 Submit agreement to membership and/or execute agreed upon contract

850-4093-3000-0000 International shall cease providing aid to local or its members

850-4093-4000-0000 Instruct members to cease striking or picketing

850-4093-5000-0000 Cease 8(b)(1)(B) conduct

850-4093-6000-0000 Meet with designated representative

850-4093-8000-0000 Bargain in good faith

850-4093-9000-0000 Remove picket captains

850-6000 INJUNCTIVE RELIEF UNDER SECTION 10(I)

850-6001 GENERALLY

850-6001-1200-0000 Applicability of 10(l) in 8(b)(4)(D) cases

850-6001-2500-0000 Applicability of 10(l) proviso in 8(b)(7) cases

850-6001-3700-0000 Constitutionality

850-6001-5000-0000 Exclusive jurisdiction of

Board to petition for relief

850-6001-6200-0000 Jurisdiction of District Court

850-6001-6250-0000 General equity powers of court not abrogated

850-6001-6275-0000 After remand from court of appeals to Board

850-6001-7500-0000 Nature and purpose

<u>850-6001-7501-0000</u>	Generally	850-6014-4200-0000	Duration
850-6001-7520-0000	Enforcement proceedings	850-6014-4250-0000	Extension after 5 days
	distinguished	850-6014-5600-0000	Evidence
<u>850-6001-7540-0000</u>	Mandatory upon filing of	850-6014-5633-0000	Affidavits
	meritorious charge	850-6014-5667-0000	Sufficiency
850-6001-7560-0000	Preservation of status quo	850-6014-7000-0000	Hearing
850-6001-7580-0000	Protection of public interest	850-6014-8400-0000	Relief
850-6001-8700-0000	La Guardia Act not	<u>850-6014-8425-0000</u>	"Must be just and proper"
	applicable	850-6014-8450-0000	Prerequisites
850-6007 PROCEDURE		850-6014-8475-0000	Temporary relief must be
850-6007-0100-0000	Generally		similar to final relief sought
850-6007-1400-0000	Preliminary investigation by	850-6021 SCOPE OF COURT INQUIRY	
	Board	<u>850-6021-0100-0000</u>	Generally
850-6007-1420-0000	Purpose	850-6021-0150-0000	Court's function under 10(l)
850-6007-1440-0000	Presumption of regularity		judicial though auxiliary to administrative
850-6007-1440-5000	Testimony of Board agent not		proceeding
	required	<u>850-6021-5000-0000</u>	Standard of court's inquiry
850-6007-1460-0000	Required by Act and Board's	850-6021-5009-0000	Commerce
	rules	850-6021-5009-2000	Effect of alleged ULP on
850-6007-1480-0000	Sufficiency		commerce
850-6007-2800-0000	Petition	<u>850-6021-5018-0000</u>	Inducement of "concerted"
850-6007-2801-0000	Generally		action
850-6007-2820-0000	Amendment	850-6021-5027-0000	Employee status of persons
850-6007-2840-0000	Matters not alleged in		approached
	petition will not be considered	<u>850-6021-5036-0000</u>	Reasonableness of regional
850-6007-2860-0000	Particularity		director's interpretation
850-6007-2880-0000	Sufficiency	850-6021-5045-0000	Jurisdictional dispute
850-6007-2880-3300	Must allege preliminary		determination not reviewable
	investigation	850-6021-5054-0000	Labor organization status of
850-6007-2880-6700	Regional director's		respondent
	compliance with statutory requirements need	850-6021-5063-0000	"Person" status under 8(b)(4)
	not be alleged	<u>850-6021-5072-0000</u>	Reasonable cause to believe
850-6007-4200-0000	Parties		Act has been violated
<u>850-6007-4201-0000</u>	Generally	<u>850-6021-5072-2000</u>	Board's interpretation of Act
850-6007-4225-0000	Agent of labor organization		entitled to great weight
850-6007-4250-0000	Intervention	850-6021-5072-4000	Possibility that Board may
850-6007-4250-5000	Charging party		find for respondent immaterial
850-6007-4275-0000	Proper parties	<u>850-6021-5072-6000</u>	10(k) determination is
850-6007-4275-2500	Defendants other than those		evidence of
	named	850-6021-5072-8000	Ultimate resolution of
850-6007-4275-5000	Parent international of local		credibility question not for court
	union	<u>850-6021-5081-0000</u>	Existence of ULP not within
850-6007-5600-0000	Service		court's province
850-6007-7000-0000	Dismissal	850-6021-5090-0000	Unit determination may not
850-6007-7025-0000	Dismissed on procedural		be reviewed by court
	grounds not adjudication of merits	850-6028 EVIDENCE	
850-6007-7050-0000	With prejudice	850-6028-0100-0000	Generally
850-6007-7075-0000	Without prejudice	850-6028-0150-0000	6-month limitation
850-6007-8400-0000	Discovery	850-6028-3300-0000	Quantum
850-6014 TEMPORARY RESTRAINING ORDER		<u>850-6028-6700-0000</u>	Sufficiency
850-6014-0100-0000	Generally	850-6028-6708-0000	Affidavits
<u>850-6014-0125-0000</u>	Discretion of court	850-6028-6716-0000	Board's allegation of
850-6014-0150-0000	Good faith of regional		"reasonable cause" not evidence
	director in filing of petition, presumed	850-6028-6725-0000	Circumstantial evidence
850-6014-0175-0000	Time for granting	850-6028-6733-0000	Evidence submitted by Board
850-6014-1400-0000	Application		only
850-6014-1425-0000	Ex parte	850-6028-6741-0000	Hearsay
850-6014-1450-0000	On notice	<u>850-6028-6750-0000</u>	Probative evidence required
850-6014-1475-0000	Time for making application	850-6028-6758-0000	Reasonable cause shown by
<u>850-6014-2800-0000</u>	Considerations in granting		union's involvement in previous cases
	relief	850-6028-6766-0000	Stipulated availability of
850-6014-2833-0000	Imminent danger of		evidence
	irreparable injury	850-6028-6775-0000	Testimony rather than
850-6014-2867-0000	National defense		affidavits required

850-6028-6783-0000	Uncontradicted affidavits	850-6049-3767-0000	Until final adjudication of Board
<u>850-6028-6791-0000</u>	Uncontradicted evidence not necessary to establish prima facie case	850-6049-3775-0000	Only so long as reserved gate is properly used
850-6035 DECISION		850-6049-3783-0000	Until Supreme Court determination of effect of hot cargo agreement
850-6035-0100-0000	Generally	<u>850-6049-5000-0000</u>	10(k) determination confirms existence of reasonable cause
850-6035-0150-0000	Not res judicata as to issues before Board	850-6049-5033-0000	Statutory requirements only need be met
850-6035-0150-5000	District Court's commerce findings not binding on Board	850-6049-5067-0000	10(k) determination not prerequisite in jurisdictional dispute
850-6035-3300-0000	Findings of fact	<u>850-6049-6200-0000</u>	Scope of relief
850-6035-6700-0000	Conclusions of law	850-6049-7500-0000	Acts charged and similar acts
850-6042 JUDGMENT		850-6049-7511-0000	Affirmative order not within court's discretion
850-6042-3300-0000	Consent judgment	850-6049-7522-0000	"Any like or related acts or conduct"
850-6042-6700-0000	Modification and termination of judgment	850-6049-7533-0000	Coextensive with statutory prohibition
850-6049 GRANT OF RELIEF		850-6049-7544-0000	Injunction must cover future violations indicated by union's conduct
<u>850-6049-0100-0000</u>	Generally	850-6049-7555-0000	May be coextensive with Board's 10(k) determination
850-6049-0120-0000	Jurisdiction of court to grant relief under 10(j) and (l) similar	850-6049-7566-0000	Must give adequate protection
850-6049-0140-0000	Voluntary adjustment of jurisdictional dispute immaterial	850-6049-7577-0000	Persons included
850-6049-0160-0000	Actual or contemplated issuance of complaint not required in 8(b)(4)(D) situation	<u>850-6049-7588-0000</u>	Relief must be "just and proper"
<u>850-6049-0180-0000</u>	Prima facie case only need be established	850-6049-8700-0000	Specific forms of relief
850-6049-1200-0000	Considerations in denying relief	850-6049-8717-0000	Conditional injunction
850-6049-1201-0000	Generally	850-6049-8733-0000	Instruct all members and employees represented to cease refusing to perform services
850-6049-1212-0000	Delay in seeking injunction	850-6049-8750-0000	Notice to respondent's members
850-6049-1215-0000	Contractual rights	850-6049-8767-0000	Notice to union's members
850-6049-1225-0000	Doubt as to Board's exercise of jurisdiction	850-6049-8783-0000	Report on compliance
<u>850-6049-1250-0000</u>	Mootness	850-6056 RETENTION OF CASE ON COURT'S DOCKET	
<u>850-6049-1267-0000</u>	No obstruction of commerce	850-6056-5000-0000	Where conditional injunction dissolved
<u>850-6049-1275-0000</u>	Triviality of offense	850-6063 COURT OF APPEALS REVIEW	
<u>850-6049-1287-0000</u>	Failure to establish reasonable cause	<u>850-6063-0100-0000</u>	Generally
850-6049-1293-0000	Not necessary to protect public interest	<u>850-6063-0150-0000</u>	Mootness
850-6049-2500-0000	Considerations in granting relief	850-6063-2000-0000	Modification of District Court decree
850-6049-2508-0000	Absence of efforts to alter conduct	850-6063-4000-0000	Procedure
850-6049-2516-0000	Balancing of conveniences	<u>850-6063-4050-0000</u>	Remand to District Court
<u>850-6049-2525-0000</u>	Damage to employer's business	<u>850-6063-6000-0000</u>	Scope of review
<u>850-6049-2533-0000</u>	Free flow of commerce	850-6063-6033-0000	Findings of District Court will not be disturbed where not plainly erroneous
<u>850-6049-2541-0000</u>	Irreparable damage to public and policies of Act	850-6063-6066-0000	Relief
850-6049-2550-0000	National defense	850-6063-8000-0000	Stay pending appeal may not be had
<u>850-6049-2558-0000</u>	Nature of conduct involved	850-6063-8050-0000	Hardship not ground for stay
850-6049-2566-0000	Pendency of other similar proceedings against same party	850-6070 CERTIORARI TO SUPREME COURT	
850-6049-2575-0000	Public interest	850-6070-5000-0000	Mootness as basis for denial
850-6049-2581-0000	Threat of work stoppage	850-6077 PROCEEDINGS ON CONTEMPT OF JUDGMENT	
850-6049-2583-0000	Resumption or continuation of conduct	850-6077-0100-0000	Generally
850-6049-3700-0000	Duration of injunction	850-6077-0133-0000	Civil contempt, prerequisites
<u>850-6049-3701-0000</u>	Generally		
850-6049-3709-0000	Limited to 30 days		
850-6049-3717-0000	Limited to 3 months		
850-6049-3733-0000	Limited to 6 months		
850-6049-3750-0000	Pending 10(k) determination		

850-6077-0167-0000	Criminal contempt, prerequisites	850-6084-8101-0000	Generally
850-6077-0167-5000	Intent to violate decree	850-6084-8133-0000	Individual quitting
850-6077-1700-0000	What constitutes contempt	850-6084-8166-0000	Strike against certification
850-6077-1725-0000	Reassertion of jurisdictional claim	850-6084-8800-0000	Strike to compel acceptance of contract provision prohibited by 8(e)
850-6077-1733-0000	8(b)(4) conduct	850-6084-9000-0000	Maintaining or enforcing agreement prohibited by 8(e)
850-6077-1750-0000	8(b)(7)(C) conduct	850-6084-9500-0000	Tertiary boycott
850-6077-3300-0000	Defenses	850-6091 DEFENSES	
850-6077-3312-0000	Arbitration award	850-6091-0100-0000	Generally
850-6077-3325-0000	Contract with charging party	850-6091-0500-0000	Agreement on methods for adjustment of jurisdictional disputes
850-6077-3350-0000	Invalidity of injunction no defense	850-6091-1000-0000	Ally-relationship of secondary Employer
850-6077-3375-0000	Scope of injunction	850-6091-1600-0000	Consumer picketing
850-6077-5000-0000	Terms of purge	850-6091-2100-0000	Contract with charging party
850-6077-6700-0000	Sanctions and enforcement of contempt judgment	850-6091-2600-0000	Defenses to:
850-6077-6733-0000	Cost of proceedings	850-6091-2633-0000	8(b)(7)(B) charge
850-6077-6767-0000	Fines	850-6091-2633-5000	Invalidity of election
850-6077-6767-0100	Generally	850-6091-2667-0000	8(b)(7)(C) charge
850-6077-6767-3300	Appropriateness of amount	850-6091-3200-0000	Discontinuance of conduct
850-6077-6767-6700	Factors considered	850-6091-3700-0000	Dismissal of complaint by ALJ
850-6077-8300-0000	Appeal	850-6091-4200-0000	Doubt as to Board's exercise of jurisdiction
850-6077-8301-0000	Generally	850-6091-4800-0000	8(a)(2) charge filed in 8(b)(7) case
850-6077-8333-0000	Motion for expediting and early argument	850-6091-5300-0000	Election of other remedies by charging party
850-6077-8367-0000	Stay	850-6091-5500-0000	Unfair labor practices of charging party
850-6084 CONDUCT INVOLVED		850-6091-5800-0000	Good faith
850-6084-0100-0000	Generally	850-6091-6400-0000	Hot cargo contract
850-6084-0150-0000	Conduct charged against same party in other proceeding may be considered	850-6091-6900-0000	Individual rather than concerted action
850-6084-0700-0000	Ambulatory situs picketing	850-6091-7400-0000	Mootness
850-6084-1400-0000	Blacklisting ("We do not patronize")	850-6091-7900-0000	Primary character of union's object
850-6084-2100-0000	Coercion, intimidation, violence	850-6091-8100-0000	Work preservation objective
850-6084-2700-0000	Common situs picketing	850-6091-8400-0000	Publicity proviso
850-6084-3100-0000	Reserved gate picketing	850-6091-8900-0000	Res judicata
850-6084-3400-0000	Consumer boycott	850-6091-9400-0000	Settlement agreement
850-6084-4100-0000	Distribution of leaflets	850-8000 INJUNCTIVE RELIEF UNDER SECTION 10(e)	
850-6084-4800-0000	Jurisdictional strike - 8(b)(4)(D) conduct	850-8001 GENERALLY	
850-6084-5400-0000	Obstructing plant entrance	850-8025 CIRCUMSTANCES WARRANTING GRANT OF RELIEF	
850-6084-6100-0000	Picketing	850-8025-3300-0000	Continuation of injunction under Section 10(j)
850-6084-6101-0000	Generally	850-8025-6700-0000	Prevention of distribution of assets
850-6084-6125-0000	Mass picketing	850-8050 TEMPORARY RELIEF	
850-6084-6150-0000	Peaceful picketing	850-8075 RESTRAINING ORDERS	
850-6084-6175-0000	Recognition picketing		
850-6084-6800-0000	Product boycott		
850-6084-7500-0000	Secondary boycott		
850-6084-7550-0000	Recognition of uncertified union		
850-6084-8100-0000	Strike causation or threat		

867	PROCEEDINGS COLLATERAL TO BOARD PROCEEDINGS
867-0100	GENERALLY
867-2500	PROCEEDINGS AGAINST AGENCY
867-2501	GENERALLY
<u>867-2501-5000-0000</u>	Exhaustion of administrative remedies
867-2520	PROCEEDINGS TO ENJOIN OR MANDAMUS BOARD ACTION
<u>867-2520-0100-0000</u>	Generally
<u>867-2520-1200-0000</u>	Venue
<u>867-2520-2500-0000</u>	Standing to institute action
<u>867-2520-2533-0000</u>	Individual union members
<u>867-2520-2567-0000</u>	Individuals in unit
<u>867-2520-3700-0000</u>	Parties
<u>867-2520-3725-0000</u>	General Counsel not indispensable party
<u>867-2520-3750-0000</u>	Board members indispensable parties
<u>867-2520-5000-0000</u>	Intervention
<u>867-2520-5001-0000</u>	Individuals in unit
<u>867-2520-6200-0000</u>	Jurisdiction of court
<u>867-2520-6201-0000</u>	Generally
<u>867-2520-6201-2500</u>	All Writs Act
<u>867-2520-6201-5000</u>	Board actions reviewable under Sections 10(e) and (f)
<u>867-2520-6201-7500</u>	Jurisdiction under APA Section 10, 5 U.S.C. Section 701, et seq.
<u>867-2520-6225-0000</u>	No jurisdiction except where constitutional issue or agency action contrary to express statutory provision
<u>867-2520-6225-0100</u>	Generally
<u>867-2520-6225-2000</u>	Actions found contrary to express statutory provision
<u>867-2520-6225-4000</u>	Actions found not contrary to express statutory provisions
<u>867-2520-6225-6000</u>	Actions found to raise constitutional questions
<u>867-2520-6225-8000</u>	Actions found not to raise constitutional questions
<u>867-2520-6237-0000</u>	Actions for declaratory judgment
<u>867-2520-6237-5000</u>	Mootness
<u>867-2520-6250-0000</u>	Expense of litigation not basis for exercise of jurisdiction
<u>867-2520-6275-0000</u>	Irreparable injury not basis for exercise of jurisdiction
<u>867-2520-6800-0000</u>	Court procedure
<u>867-2520-6850-0000</u>	Stay of order pending appeal
<u>867-2520-7500-0000</u>	Board actions sought to be enjoined
<u>867-2520-7525-0000</u>	Rulemaking
<u>867-2520-7533-0000</u>	Representation proceedings
<u>867-2520-7533-1400</u>	Processing of petition
<u>867-2520-7533-2800</u>	Reinstatement of petition
<u>867-2520-7533-4200</u>	Conduct of election; election and certification processes
<u>867-2520-7533-5600</u>	Conduct of deauthorization election
<u>867-2520-7533-7000</u>	Counting of ballots
<u>867-2520-7533-8400</u>	Issuance of certification
<u>867-2520-7533-9800</u>	Sanction of attorney

<u>867-2520-7567-0000</u>	Unfair labor practice proceeding
<u>867-2520-7567-2500</u>	Conduct of 10(k) hearing
<u>867-2520-7567-3700</u>	10(j) injunction
<u>867-2520-7567-5000</u>	Conduct of hearing
<u>867-2520-7567-7500</u>	Revocation of settlement agreement
<u>867-2520-8100-0000</u>	Court action initiated by Board (injunction or review)
<u>867-2520-8700-0000</u>	Board action sought to be mandated
<u>867-2520-8733-0000</u>	Representation proceedings
<u>867-2520-8733-1200</u>	Processing of petition
<u>867-2520-8733-2500</u>	Conduct of election; election and certification processes
<u>867-2520-8733-3700</u>	Conduct of hearing on objections to election
<u>867-2520-8733-4400</u>	Ruling on challenged ballots
<u>867-2520-8733-5000</u>	Issuance of certification
<u>867-2520-8733-7500</u>	Vacation of certification
<u>867-2520-8733-8800</u>	Set aside Board order nullifying election
<u>867-2520-8767-0000</u>	Unfair labor practice proceeding
<u>867-2520-8767-0800</u>	Conduct of 10(k) hearing
<u>867-2520-8767-1700</u>	Petition for 10(l) injunction
<u>867-2520-8767-3300</u>	Conduct of hearing
<u>867-2520-8767-6700</u>	Conduct of backpay hearing
<u>867-2520-8767-7500</u>	Issuance of prehearing subpoenas
867-2540	PROCEEDINGS TO ENJOIN OR MANDATE GENERAL COUNSEL ACTION
<u>867-2540-0100-0000</u>	Generally
<u>867-2540-1700-0000</u>	Venue
<u>867-2540-3300-0000</u>	Parties
<u>867-2540-5000-0000</u>	Jurisdiction of court
<u>867-2540-5001-0000</u>	Generally
<u>867-2540-5025-0000</u>	Jurisdiction under APA Section 10, 5 U.S.C. Section 701, et seq.
<u>867-2540-5033-0000</u>	No statutory basis for jurisdiction to review
<u>867-2540-5050-0000</u>	Clear error of legal interpretation
<u>867-2540-5067-0000</u>	Arbitrary and capricious action constituting denial of constitutional due process
<u>867-2540-6700-0000</u>	Action sought to be enjoined
<u>867-2540-8300-0000</u>	Action sought to be mandated
<u>867-2540-8317-0000</u>	Approval of request to withdraw charge
<u>867-2540-8333-0000</u>	Investigation of charges
<u>867-2540-8350-0000</u>	Participation of charging party in settlement negotiations
<u>867-2540-8367-0000</u>	Issuance and prosecution of complaint
867-2560	SUITS FOR DAMAGES
867-2570	SUIT SEEKING REVIEW AND EXPUNGEMENT OF BOARD DECISION
867-2575	SUITS FOR DEFAMATION
<u>867-2575-5000-0000</u>	Right to collateral hearing
<u>867-2575-7500-0000</u>	Attorney-Client privilege

<u>867-2580</u>	ATTACHMENT, ASSIGNMENT, GARNISHMENT OR RECOUPMENT OF BACKPAY	<u>867-8733-0100-0000</u>	Generally
<u>867-2590</u>	ACTIONS FOR DECLARATORY JUDGMENT	<u>867-8733-2000-0000</u>	Date pending before Court
<u>867-2595</u>	DISCOVERY	<u>867-8733-4000-0000</u>	Court proceeding on enforcement of Board order
<u>867-2597</u>	ATTORNEY FEES AND LITIGATION COSTS AND EXPENSES	<u>867-8733-6000-0000</u>	Court proceeding on review of Board order
<u>867-5000</u>	PROCEEDINGS BY BOARD TO PROTECT BOARD JURISDICTION	<u>867-8733-8000-0000</u>	Court proceeding on petition for leave to appeal from Board order on EAJA application
<u>867-5001</u>	GENERALLY	<u>867-8733-8400-0000</u>	Injunction litigation under Section 10(j) or 10(l)
<u>867-5020</u>	ENJOINING STATE EXERCISE OF JURISDICTION	<u>867-8733-8800-0000</u>	Proceedings by Board for contempt citation
<u>867-5020-3300-0000</u>	State court proceedings	<u>867-8733-9200-0000</u>	Proceedings to enjoin or mandate Board action
<u>867-5020-6700-0000</u>	State agency proceedings	<u>867-8733-9400-0000</u>	Proceedings to enjoin or mandate General Counsel action
<u>867-5020-7500-0000</u>	Statutory regulation	<u>867-8742</u>	STANDARD OF APPELLATE REVIEW
<u>867-5020-7550-0000</u>	Municipal ordinances	<u>867-8742-0100-0000</u>	Generally
<u>867-5040</u>	INTERVENTION IN STATE COURT PROCEEDINGS	<u>867-8742-3300-0000</u>	Review of Board order on EAJA application
<u>867-5060</u>	INTERVENTION IN FEDERAL COURT PROCEEDINGS	<u>867-8742-6700-0000</u>	Review of District Court order on EAJA application
<u>867-5060-0500-0000</u>	All Writs Act, 28 U.S.C. Section 1651(a)	<u>867-8742-6725-0000</u>	Findings of fact
<u>867-5060-0900-0000</u>	28 U.S.C. Section 1331	<u>867-8742-6750-0000</u>	Findings of law
<u>867-5060-1600-0000</u>	Actions under Federal Rules of Civil Procedure 24	<u>867-8742-6775-0000</u>	Mixed findings of law and fact
<u>867-5060-1700-0000</u>	Actions under 28 U.S.C. Section 1337	<u>867-8750</u>	ELIGIBILITY FOR AN AWARD
<u>867-5060-1750-0000</u>	To protect jurisdiction	<u>867-8750-0100-0000</u>	Generally
<u>867-5060-3300-0000</u>	Section 301 suits	<u>867-8750-2500-0000</u>	Prevailing party
<u>867-5060-3317-0000</u>	Damages for breach of contract	<u>867-8750-2550-0000</u>	Notwithstanding mooted of proceeding
<u>867-5060-3325-0000</u>	To compel arbitration	<u>867-8750-5000-0000</u>	Significant discrete substantive portion of covered proceeding
<u>867-5060-3350-0000</u>	To enforce arbitration award	<u>867-8750-7500-0000</u>	Financial eligibility
<u>867-5060-3375-0000</u>	Enforcement of no-raiding agreement	<u>867-8750-7501-0000</u>	Generally
<u>867-5060-4000-0000</u>	Section 303 suits	<u>867-8750-7516-0000</u>	Computed as of date covered proceeding initiated
<u>867-5060-5000-0000</u>	Suits under Labor Management Reporting and Disclosure Act	<u>867-8750-7532-0000</u>	Individual with a net worth of not more than \$2 million
<u>867-5060-6700-0000</u>	Bankruptcy proceedings	<u>867-8750-7548-0000</u>	Sole owner of unincorporated business whose personal and business interest does not exceed \$7 million, and no more than 500 employees
<u>867-5060-6701-0000</u>	Generally	<u>867-8750-7564-0000</u>	Tax exempt organization as described in section 501(c)(3) of the Internal Revenue Code
<u>867-5060-6733-0000</u>	To prove claim	<u>867-8750-7580-0000</u>	Cooperative association as defined in section 15(a) of the Agricultural Marketing Act with no more than 500 employees
<u>867-5060-6767-0000</u>	To protect proceeding or order	<u>867-8750-7596-0000</u>	Any other partnership, corporation, association, or public or private organization with net worth not exceeding \$7 million and no more than 500 employees
<u>867-5060-6767-5000</u>	Circumstances to be considered by bankruptcy court in rejection of bargaining agreement	<u>867-8767</u>	DEFENSES
<u>867-5060-7500-0000</u>	Other federal court proceedings	<u>867-8767-0100-0000</u>	Generally
<u>867-5080</u>	SUITS FOR PRESERVATION OF ASSETS	<u>867-8767-2500-0000</u>	Timeliness of application
<u>867-5099</u>	OTHER PROCEEDINGS RELEVANT TO BOARD DETERMINATIONS	<u>867-8767-3300-0000</u>	Position of Agency substantially justified
<u>867-7500</u>	CERTIFICATION OF QUESTIONS TO BOARD BY COURT	<u>867-8767-3301-0000</u>	Generally
<u>867-8700</u>	AWARDS OF ATTORNEY FEES AND OTHER EXPENSES UNDER EQUAL ACCESS TO JUSTICE ACT (EAJA)	<u>867-8767-3301-1200</u>	Standard of justification
<u>867-8701</u>	GENERALLY	<u>867-8767-3301-2400</u>	Bad faith in advance of position
<u>867-8717</u>	LEGISLATIVE HISTORY		
<u>867-8717-0100-0000</u>	Generally		
<u>867-8717-2500-0000</u>	Section 504		
<u>867-8717-5000-0000</u>	Section 2412(b)		
<u>867-8717-7500-0000</u>	Section 2412(d)		
<u>867-8733</u>	COVERED PROCEEDINGS		

867-8767-3301-3600 Novel but credible extensions
and interpretations of law

867-8767-3301-4800 Clarity of existing law

867-8767-3301-6000 Agency persistence in
extending litigation

867-8767-3301-7200 Consistency of application of
the Agency position

867-8767-3301-8400 Consistency with established
policy and precedent

867-8767-3320-0000 Position of Agency to be
justified

867-8767-3320-3300 Litigation position

867-8767-3320-6700 Underlying action position

867-8767-3340-0000 Burden on Agency to justify
position

867-8767-3340-3300 Board

867-8767-3340-6700 General Counsel

867-8767-3360-0000 Circumstances sufficient to
justify position

867-8767-3360-3300 Board

867-8767-3360-3350 Assertion of "Leedom v.
Kyne" jurisdictional bar

867-8767-3360-6700 General Counsel

867-8767-3380-0000 Circumstances where
position not justified

867-8767-3380-3300 Board

867-8767-3380-6700 General Counsel

867-8767-3380-6750 Position contrary to law of
circuit having review jurisdiction

867-8767-6700-0000 Other circumstances making
award unjust

867-8783 COMPENSATED FEES AND EXPENSES

867-8783-0100-0000 Generally

867-8783-2000-0000 May be reduced or denied if
applicant has unduly protracted adversary
proceeding

867-8783-4000-0000 Compensated fees in
adversary adjudication before Board

867-8783-4001-0000 Generally

867-8783-4020-0000 Prevailing market rates in
community for services rendered

867-8783-4040-0000 Rates charged to applicant

867-8783-4040-3300 At or above statutory
maximum

867-8783-4040-6700 Below statutory maximum

867-8783-4060-0000 Fully allocated cost of
services if employee of applicant

867-8783-4080-0000 Motion to Board for increase
of maximum rate

867-8783-6000-0000 Compensated fees for
proceeding before Court

867-8783-8000-0000 Compensated expenses

883	PROCEEDINGS UNDER OTHER STATUTES
883-2500	FREEDOM OF INFORMATION ACT
883-2501	GENERALLY
<u>883-2501-3300-0000</u>	Purpose of Act
<u>883-2501-3350-0000</u>	Not intended as discovery device
<u>883-2501-6700-0000</u>	Legislative history
883-2517	PUBLICLY AVAILABLE DOCUMENTS
<u>883-2517-0100-0000</u>	Generally
<u>883-2517-2000-0000</u>	Final orders of Board
<u>883-2517-2050-0000</u>	Regional director decisions in representation cases
<u>883-2517-4000-0000</u>	Final orders of General Counsel
<u>883-2517-4025-0000</u>	Final investigation report
<u>883-2517-4050-0000</u>	Advice and appeals memoranda authorizing dismissal of charge
<u>883-2517-6000-0000</u>	Staff manuals
<u>883-2517-8000-0000</u>	Instructions to staff
883-2533	INDEXING OBLIGATION
883-2550	PRODUCIBILITY OF DOCUMENTS
<u>883-2550-0100-0000</u>	Generally
<u>883-2550-0112-0000</u>	Requirement of adequate identification
<u>883-2550-0125-0000</u>	Obligation to create documents
<u>883-2550-0150-0000</u>	Production of reasonably segregable portions
<u>883-2550-0153-0000</u>	Timeliness
<u>883-2550-0156-0000</u>	Fees
<u>883-2550-0158-0000</u>	Neutralization; fees and waivers
<u>883-2550-0175-0000</u>	Incorporation by reference
<u>883-2550-0187-0000</u>	Waiver
<u>883-2550-0500-0000</u>	Search
<u>883-2550-0700-0000</u>	Agency records; personnel files
<u>883-2550-1000-0000</u>	Confidential information
<u>883-2550-1400-0000</u>	Advice and appeals memoranda; memoranda in preparation of briefs
<u>883-2550-2100-0000</u>	Intra-agency memoranda
<u>883-2550-2800-0000</u>	Statements of witnesses
<u>883-2550-3000-0000</u>	Exhibits
<u>883-2550-3200-0000</u>	All correspondence, documents and other evidence received by NLRB from opposing parties or their attorneys
<u>883-2550-4200-0000</u>	Names of witnesses
<u>883-2550-4700-0000</u>	Hearing Officer's report
<u>883-2550-4900-0000</u>	Regional office agenda minutes
<u>883-2550-5600-0000</u>	Final investigative report
<u>883-2550-6000-0000</u>	Documents relating to backpay
<u>883-2550-6400-0000</u>	Regional Director's instructions on disposition of charge
<u>883-2550-7000-0000</u>	Authorization cards
<u>883-2550-7600-0000</u>	Determination of showing of interest
<u>883-2550-8400-0000</u>	Voter name and address list

<u>883-2550-9900-0000</u>	Miscellaneous documents generated during processing of case
883-2567	SCOPE OF EXEMPTIONS
<u>883-2567-0100-0000</u>	Generally
<u>883-2567-1700-0000</u>	Exemption 2
<u>883-2567-3000-0000</u>	Exemption 3
<u>883-2567-3300-0000</u>	Exemption 4
<u>883-2567-5000-0000</u>	Exemption 5
<u>883-2567-6700-0000</u>	Exemption 6
<u>883-2567-8300-0000</u>	Exemption 7
<u>883-2567-8333-0000</u>	Original
<u>883-2567-8333-0100</u>	Generally
<u>883-2567-8367-0000</u>	1974 Amendment
<u>883-2567-8367-0100</u>	Generally
<u>883-2567-8367-1400</u>	Exemption 7(A)
<u>883-2567-8367-2800</u>	Exemption 7(B)
<u>883-2567-8367-4200</u>	Exemption 7(C)
<u>883-2567-8367-5600</u>	Exemption 7(D)
<u>883-2567-8367-7000</u>	Exemption 7(E)
<u>883-2567-8367-8400</u>	Exemption 7(F)
883-2583	SUITS TO ENFORCE OBLIGATION
<u>883-2583-0100-0000</u>	Generally
<u>883-2583-0200-0000</u>	Withholding of agency records
<u>883-2583-0300-0000</u>	Party
<u>883-2583-0500-0000</u>	Court jurisdiction
<u>883-2583-1000-0000</u>	Intervention
<u>883-2583-1500-0000</u>	Court procedure
<u>883-2583-2000-0000</u>	Exhaustion of administrative remedies
<u>883-2583-2500-0000</u>	"Vaughn" Index
<u>883-2583-3000-0000</u>	In camera inspection of requested records
<u>883-2583-4000-0000</u>	Injunctive or Declaratory Relief
<u>883-2583-5000-0000</u>	Continuance of Board proceedings
<u>883-2583-5500-0000</u>	Issuance of subpoenas
<u>883-2583-6000-0000</u>	Stays pending appeal
<u>883-2583-8000-0000</u>	Attorney's fees, waivers and costs
<u>883-2583-9000-0000</u>	Scope of review by Court of Appeals
883-4000	PRIVACY ACT
883-5000	SUNSHINE ACT
883-5001	GENERALLY
<u>883-5001-3300-0000</u>	Purpose of Act
<u>883-5001-6700-0000</u>	Legislative History
883-5017	AGENCY RULES AND PROCEDURES
883-5033	DEFINITION OF MEETING
883-5050	NOTICE OF MEETINGS
883-5067	CLOSING OF MEETINGS
<u>883-5067-0100-0000</u>	Generally
<u>883-5067-0900-0000</u>	Basis for closing
<u>883-5067-1800-0000</u>	Discussion of internal personnel rules and practices
<u>883-5067-2700-0000</u>	Disclosure of commercial or financial information
<u>883-5067-3600-0000</u>	Causing clearly unwarranted invasion of personal privacy
<u>883-5067-4500-0000</u>	Disclosure of investigatory records would interfere with enforcement proceedings

883-5067-5400-0000 Premature disclosure would
frustrate implementation of decision
883-5067-6300-0000 Concerning issuance of
subpoena
883-5067-7200-0000 Concerning participation in
civil proceeding
883-5067-8100-0000 Concerning formal agency
adjudication

883-5067-9000-0000 Involving determination on
record after opportunity for hearing
883-5083 MINUTES OF MEETINGS
883-6000 FEDERAL SERVICE LABOR-
MANAGEMENT RELATIONS STATUTE
883-7500 FEDERAL TORT CLAIMS ACT
883-7700 FEDERAL MAGISTRATE'S ACT