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Introduction

CiteNet is an online search database that contains the NLRB's Classification Outline and Classification Index of NLRB Decisions and Related Court Decisions (the Board's so-called "Blue Books"), which provide a detailed subject-matter classification system for the procedural and substantive legal issues contained in NLRB and related court decisions.

CiteNet allows you to find a synopsis ("digest") of relevant issues and the associated classification numbers for most published Board decisions and related court decisions issued since February 1992 (Board Volume 306).

Examples where a published Board decision might not be digested include cases containing only routine or repetitive issues, such as summary judgment cases in which the only issue is whether the matter was fully litigated in a prior hearing. ALJ Decisions ordinarily are not digested, unless they are unusual or of special interest. Court opinions are included if they contain a discussion of the substantive issues in the case and are not merely per curiam or similarly abbreviated dispositions.

Accessing the CiteNet Web Application

CiteNet can be accessed in one of three ways:

1. Use the following URL: <https://citenet.nlr.gov>.
2. On the NLRB SharePoint site: Go to Popular Resources > Research > CiteNet.
3. On the NLRB public website: Go to Cases & Decisions; select Research; then select CiteNet. A link to CiteNet also appears on the "Board Decisions" webpage.

CiteNet Overview

CiteNet displays as a single web page. CiteNet contains three different search functions: The **Search Classification Outline** function, on the left side of the screen; and the **Search Digest** and **Search by Case** functions, on the right side of the screen. Each of these functions is explained in detail below.

The screenshot shows the National Labor Relations Board (NLRB) CiteNet website. At the top, there is a header with the NLRB logo and the text "National Labor Relations Board". To the right of the logo, there are links for "Find Your Regional Office", "FAQs", "Contact Us", "Español", and "General Inquiries 1-844-762-NLRB". Below the header is a navigation bar with links for "About NLRB", "Cases & Decisions", "News & Publications", "Guidance", "Reports", "E-Filing", and "Search". The main content area is titled "CiteNet" and includes a sub-header "Last Updated on Mar 22, 2021" and a "Need Help?" link. The main content area is divided into two sections: "Classification Outline" on the left and "Search Digest" and "Search by Case" on the right. The "Classification Outline" section has a link to the "Classification Outline" PDF and a "What's Included in CiteNet?" link. The "Search Digest" section has a "Search Digest" button and a "Search by Case" button. The "Search by Case" section has a "Search by Case" button and a "Search Digest" button. The "Search Digest" section has a "Classification Number" field, a "Digest Search String" field, a "Decision Date From" field, a "Decision Date To" field, a "Decision Type" dropdown, and a "Board Member Initials" field. The "Search by Case" section has a "Board Member Initials" field. Both search sections have "Search" and "Clear Search" buttons.

The blue header bar provides a Help link where users can find this User Guide and a list of the abbreviations used in the digests. The header also includes the date that CiteNet was last updated with case digest information.

Below the blue header bar, on the left is a link for the complete Classification Outline in a PDF format; this PDF document is the better one to use for printing a portion of the Outline, since the headings are displayed in two columns on the page. On the right is a link for "What's Included in CiteNet?," which briefly explains the types of cases that are digested.

Classification Outline Search for Relevant Headings

The Classification Outline Search is used to search the headings of the Classification Outline. Three fields are provided to aid in the heading search: Classification Chapter, Classification Detail Number, and Heading Search String.

Classification Outline 

Search Classification Outline for Relevant Headings

First select a Classification Chapter in the drop-down box. The default is ALL CHAPTERS. Then click on "Search Classification Number" to display all the headings under that chapter. To select a particular heading, click on the linked classification number for that heading (numbers without a link have no digests in Citenet). This will transfer the classification number to the "Search Digest" window to the right; click "Search Digest" in that window to display all the digests under that classification number. You can also search for headings by entering a Classification Detail Number and/or Heading Search word(s) below.

Classification Chapter 

ALL CHAPTERS 

Classification Detail Number 

Classification Detail Number

Heading Search String 

Heading Search String

Search Classification Number **Clear Search**

Classification Chapter: Select a classification chapter from the drop-down box; the default setting is "All Chapters." (Tip: the "300" chapters pertain to representation cases; the "500" chapters pertain to unfair labor practice cases; and the "600" chapters pertain to remedies.) If you wish to look at all the headings and their associated classification numbers in a particular chapter, select that chapter and then click on "Search Classification Number" at the bottom of the window. To select a particular heading (e.g., "512-5024-3300 Photographing employees"), click on the linked classification number in the search results. This will transfer that classification number to the "Search Digest" window on the right; then click "Search Digest" in that window to display all the cases

digested under that classification number, as shown in the screen shots below. If a classification number is not linked, there are no digests for that number in the CiteNet database; however, there may be digests for that number in pre-1992 NLRB Blue Books (the NLRB Blue Books are available electronically in Hein Online, on the Library webpage in SharePoint).

An alternative to using the cursor to select a chapter in the chapter drop-down box is to press the related number on your keyboard to get to the main chapter, and then continue to press that same number to scroll through the following chapters; i.e., press 5 once to get to 501, and then press 5 four more times to get to 506, 512, 518, and 524.

Classification Detail Number: You may optionally enter a classification detail number. The classification detail number is the one to 12-digit number following the three-digit classification chapter. E.g., to find all headings beginning with “512-5036-8300 Threats of Changes to Conditions of Employment,” select 512 in the chapter drop-down box, and then enter 5036-8300 in the Classification Detail Number field (dashes are optional, and disregard any trailing zeros). Then click “Search Classification Number.”

Heading Search String: You may optionally enter search words in the Heading Search String field to display only headings that contain the word(s) entered. CiteNet will return results containing the exact word(s) as well as some slight variations (e.g., for strike, it will return strikes and striking, but not striker). Use the asterisk (*) wildcard character to find words with any number of characters replacing the wildcard character. Words in double quotes will be searched as a phrase. You may also use the connectors AND, OR, and NOT (multiple words will be treated as an “AND” search even without the connector).

Search Results: After entering the desired search criteria, click on “Search Classification Number” to search the Outline. The screen shot below shows partial results for a search for all headings beginning with 512-5024; the search was done by selecting Chapter 512 in the drop-down box, and then entering 5024 in the Classification Detail Number field. (Note that if you had done a word search for “surveillance” instead, the results would only show entries with the word “surveillance” in the heading, rather than all the headings shown here.) If you wish to exit this screen, click the “X” button in the upper right-hand corner of the screen, which will return you to the Classification Outline search page. You can then modify your search criteria or select “Clear Search” to begin a new search.

Classification Heading Search Results 	
Criteria: Chapter 512:5024	
Classification	Heading
512	EMPLOYER INTERFERENCE WITH EMPLOYEE SECTION 7 RIGHTS - (SECTION 8(a)(1))
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

To search for the digests under “512-5024-1600 Following employees or organizers,” click on the linked classification number. This will automatically transfer that number to Classification Number field in the **Search Digest** window on the right, as shown below (the field is highlighted in red here for illustration purposes).

Classification Outline
What's Included in CiteNet?

Search Classification Outline for Relevant Headings

First select a Classification Chapter in the drop-down box. The default is ALL CHAPTERS. Then click on "Search Classification Number" to display all the headings under that chapter. To select a particular heading, click on the linked classification number for that heading (numbers without a link have no digests in Citenet). This will transfer the classification number to the "Search Digest" window to the right; click "Search Digest" in that window to display all the digests under that classification number. You can also search for headings by entering a Classification Detail Number and/or Heading Search word(s) below.

Classification Chapter

512 EMPLOYER INTERFERENCE WITH EMPLOYEE SECTION 7 RIGHTS - (SECTION 8(a)(1))

Classification Detail Number

5024

Heading Search String

Heading Search String

Search Classification Number

Clear Search

Search Digest

Search by Case

Search the digests of cases by entering a Classification Number and/or by a word search in the Digest Search String field.

Classification Number

512-5024-1600-0000

Digest Search String

Digest Search String

Decision Date From

Decision Date To

MM/DD/YYYY

MM/DD/YYYY

Decision Type

Board Member Initials

All

Board Member Initials

Search Digest

Clear Search

To display the digests, click on "Search Digest" at the bottom of the **Search Digest** window. The results will appear as shown in the screen shot below (partial results shown). The results include the digest and metadata for each decision (decision type, date, case number, and Board members). If you wish to see a copy of the Board decision for a particular case, click on the Case Number link below each digest; this will take you to the Board's "Case Search Results" page on the Board's website.

There are four filter boxes to the left of the results, for classification number, decision type, citation number, and case name. These filter boxes only include the items that are found in the results. You may filter the data by one or more filter criteria. To collapse the filter box panel, click on the arrow in the upper left corner of the digest results page (next to the number of results).

The number of results display at the top of the page with CiteNet able to display up to 500 results per page. Use the '<' and '>' icons to navigate between pages. Use the **Print** button to print the list of search results to a printer or PDF file.

Search Classification Outline for Relevant Headings

First select a Classification Chapter in the drop-down box. The default is ALL CHAPTERS. Then click on "Search Classification Number" to display all the headings under that chapter. To select a particular heading, click on the linked classification number for that heading (numbers without a link have no digests in Citenet). This will transfer the classification number to the "Search Digests" window to the right. click "Search Digest" in that window to display all the digests under that classification number. You can also search for headings by entering a Classification Detail Number and/or Heading Search word(s) below.

Classification Chapter ▼

Classification Detail Number ▼

Heading Search String ▼

Search Digest
Search by Case

Search the digests of cases by entering a Classification Number and/or by a word search in the Digest Search String field.

Classification Number ▼

Digest Search String ▼

Decision Date From ▼ Decision Date To ▼

Decision Type ▼ Board Member Initials ▼

Classification Number ▲

512-5024-1600-0000 14

Decision Type ▲

Board 12

Court 2

Citation Number ▲

308 NLRB No. 132 1

310 NLRB No. 197 1

316 NLRB No. 14 1

316 NLRB No. 89 1

317 NLRB No. 74 1

Case Name ▲

Commercial Workers Local 204 v. N.L.R.B. (Smithfield Packing Co.) 1

Department Store 1

Department Store Division of the Dayton Hudson Corporation 1

Employees of the ... 1

Items per page: 500 1 - 14 of 14 < >

14 Results Print

1. 512-5024-1600-0000: Following employees or organizers
Case Name: Station Casinos, LLC **Citation Number:** 358 NLRB No. 153
Digest: [Bd agrees with ALJ that E violated Sec. 8(a)(1) when supr at one of E's casinos followed E during her shift and prohibited her from speaking to coworkers after she started wearing U button, where E clearly engaged in unlawful surveillance. Bd finds it unnecessary to pass on ALJ's finding that such conduct also created unlawful impression of surveillance]
Decision Type: Board Decision Date: Sep 28, 2012 Case Number: 28-CA-022918 Members: HGB
2. 512-5024-1600-0000: Following employees or organizers
Case Name: Simon Debartolo Group **Citation Number:** 357 NLRB No. 157
Digest: [Relying on ALJ's analysis and credibility determinations, Bd found that the director of security for one of the E's malls engaged in unlawful surveillance of a group of maintenance contractor's Ees while they met with U organizers in restaurant; although director of security did not enter restaurant, he did observe interaction between Ees and U representatives through restaurant's window]
Decision Type: Board Decision Date: Dec 30, 2011 Case Number: 29-CA-023218 Members: PBH
3. 512-5024-1600-0000: Following employees or organizers
Case Name: Palagonia Bakery Company, Inc. **Citation Number:** 339 NLRB No. 074
Digest: [E engaged in unlawful surveillance in violation of 8(a)(1) where supervisor followed Ee U organizer as he picked up Ees on night of scheduled U meeting at his house; E gave Ees the impression that their U activities were under surveillance where: 1) president yelled profanity at Ee and accused him of trying to organize for the U, and 2) president accused Ee of being the one to bring in U.]
Decision Type: Board Decision Date: Jul 10, 2003 Case Number: 29-CA-023632 Members: BLA
4. 512-5024-1600-0000: Following employees or organizers
Case Name: Reno Hilton **Citation Number:** 320 NLRB No. 27
Digest: [E violated 8(a)(1) of Act by following U activists and assigning them to outside work posts to minimize their contacts with fellow Ees prior to election, since this conduct was clearly designed to discourage U activities by inhibiting U solicitations permitted under E's no-solicitation rule]
Decision Type: Board Decision Date: Dec 19, 1995 Case Number: 32-CA-013618 Members: GCT
5. 512-5024-1600-0000: Following employees or organizers
Case Name: Parsippany Hotel Management Co. **Citation Number:** 319 NLRB No. 22
Digest: [E that assigned security officers from its other hotels to this hotel during week of election, unlawfully surveilled Ees's U activity, since officers's conduct was out of the ordinary and was the type of surveillance that intimidated Ees exercising Sec. 7 rights, where, among other things, officers followed U activist Ees walking around hotel's grounds during Ees's break time, and spent three hours standing across from room where Ees were working]
Decision Type: Board Decision Date: Sep 29, 1995 Case Number: 22-CA-019190 Members: GCT

Search Digest

The **Search Digest** tab is used to search for digests by classification number. Searches may be refined by using the Digest Search String, Decision Date, Decision Type, or Board Member Initials fields. The “Search Digest” tab at the top is the default, but if it is not selected, click on the tab.

The screenshot shows a web interface for searching digests. At the top, there are two tabs: "Search Digest" (which is active and highlighted in blue) and "Search by Case". Below the tabs, there is a heading "Search the digests of cases by entering a Classification Number and/or by a word search in the Digest Search String field." followed by several input fields: "Classification Number" (with an information icon), "Digest Search String" (with an information icon), "Decision Date From" and "Decision Date To" (both with MM/DD/YYYY format and calendar icons), "Decision Type" (a dropdown menu currently set to "All"), and "Board Member Initials" (with an information icon). At the bottom of the form are two buttons: "Search Digest" and "Clear Search".

Classification Number: Enter a classification number, **including the chapter number**, such as 512-5024-3300 (dashes are optional, and disregard trailing zeros). If you don't have an exact classification number, you can enter a chapter number, such as 512, and then do a word search. Note that this field automatically populates if you click on a linked classification number while doing a “Classification Outline” or a “Search by Case” search.

Digest Search String: You may optionally enter search words in this field to search for digests containing the word(s) entered. CiteNet will return results containing the exact word(s) as well as some slight variations (e.g., for strike, it will return strikes and striking, but not striker). Use the asterisk (*) wildcard character to find words with any number of characters replacing the wildcard character. Words in double quotes will be searched as a phrase. You may also use the connectors AND, OR, and NOT (multiple words will be treated as an “AND” search even without the connector).

Decision Date: You may optionally provide dates in the “Decision Date From” and/or the “Decision Date To” fields to limit the results to cases issued within the specified date range.

Decision Type: The default setting is “All,” but you may optionally limit the results to ALJ, Board, Court, or Stip decisions.

Board Member Initials: You may optionally limit the results by Board Members. Enter the first letter of the last name of the Board Member being searched with an asterisk on both sides (e.g., *R*). If two Board Members serving at the same time have last names starting with the same letter, use the first two letters of their last names. If searching for all the Board Members on a case, the system will search for Board decisions that have initials exactly as entered in this search field (e.g., McKR). Note that dissents are not included in CiteNet.

Search by Case

The **Search by Case** tab is used to find the classification numbers and digests for a particular case by entering a case name or slip opinion citation (citations in CiteNet are always slip opinion citations). Click on the “Search by Case” tab at the top of the window, since the default is the “Search Digest” tab. Once you have the results for your case, you can then click on the classification number links above the digests in the results to find other cases with those classification numbers.

Search Digest
Search by Case

Find the classification numbers and digests for a particular case by entering the case name or citation; then click on the classification number links in the results to find other cases with those classification numbers.

Case Name ⓘ

Citation (always use Slip Opinion) ⓘ

Decision Date From

Decision Date To

Decision Type

Board Member Initials ⓘ

Search Cases
Clear Search

Case Name: Enter part or all of the case name and then click “Search Cases.” If there is more than one case with that name, select the desired case from the list of cases or slip opinion citations that will appear in the filter boxes on the left of the results page.

If you know the slip opinion citation, you may wish to use the Citation field instead (see below), since that will return only that particular case (as opposed to a case name possibly returning multiple cases with that name). Alternatively, if you know the Board volume number but not the slip opinion number, enter the case name in the Case Name field and the Board volume number in the Citation field.

Citation: Enter the slip opinion citation and then click “Search Cases.” Enter the citation using the following format: 324 NLRB No. 025; the slip opinion number must be entered as three digits with leading zeros as necessary. The slip opinion citation can be found in the lower left corner of the first page of a bound Board decision. If you know the Board volume number but not the slip opinion number, enter the case name and the Board volume number in their respective fields.

To find other cases digested under the same classification number(s) as the searched-for case, click on the linked classification number directly above the digests in the results. For example, the screen shot below shows partial results for a “Search by Case” search where “Bethany College” has been entered in the Case Name field. To find other cases digested under “177-2484-0150 Employees in church operated facility of business,” click on the link to that classification number directly above the digest. That classification number will then automatically transfer to the “Search Digest” tab and populate the “Classification Number” field in that window; click on “Search Digest” at the bottom of that window to display all the cases digested under that classification number.

If you wish to exit the “Search Digest” tab and return to your search results under “Search by Case,” close the new tab at the top of your screen.

The search results display is similar whether using “Search by Case” or “Search Digest”; please see the discussion on search results at pp. 6-7 above. The only difference is that the filter boxes on the left for “Search by Case” are shown in the opposite order from how they are shown in “Search Digest”; i.e., in “Search by Case,” they are shown in the following order: case name, citation number, decision type, and classification number.

Search Classification Outline for Relevant Headings

First select a Classification Chapter in the drop-down box. The default is ALL CHAPTERS. Then click on "Search Classification Number" to display all the headings under that chapter. To select a particular heading, click on the linked classification number for that heading (numbers without a link have no digests in Citenet). This will transfer the classification number to the "Search Digest" window to the right; click "Search Digest" in that window to display all the digests under that classification number. You can also search for headings by entering a Classification Detail Number and/or Heading Search word(s) below.

Classification Chapter
ALL CHAPTERS

Classification Detail Number
Classification Detail Number

Heading Search String
Heading Search String

Search Digest
Search by Case

Find the classification numbers and digests for a particular case by entering the case name or citation; then click on the classification number links in the results to find other cases with those classification numbers.

Case Name
Bethany College

Citation (always use Slip Opinion)
Citation

Decision Date From MM/DD/YYYY **Decision Date To** MM/DD/YYYY

Decision Type All **Board Member Initials** Board Member Initials

Case Name Bethany College

Citation Number 369 NLRB No. 098

Decision Type Board

Classification Number

- 177-2484-0150-0000
- 177-2484-5067-8400
- 260-6708
- 280-8220
- 280-8660

10 Results

1. 177-2484-0150-0000: Employees in church operated facility or business
Case Name: Bethany College **Citation Number:** 369 NLRB No. 098
Digest: [Respondent, a religious institution of higher education, was not subject to the Bd's jurisdiction; Bd reconsidered and overruled jurisdictional standard set forth in "Pacific Lutheran University," 361 NLRB 1404 (2014), and, adopted jurisdictional test announced by the D.C. Cir. ct in "University of Great Falls v. NLRB," 278 F.3d 1335 (D.C. Cir. 2002); in determining whether to assert jurisdiction over faculty of an educational institution claiming exemption under principles set forth in "Catholic Bishop," Bd will inquire only whether the institution (a) holds itself out to the public as a religious institution; (b) is nonprofit; and (c) is religiously affiliated]
Decision Type: Board **Decision Date:** Jun 10, 2020 **Case Number:** 14-CA-201546 **Members:** RKE

2. 177-2484-0150-0000: Employees in church operated facility or business
Case Name: Bethany College **Citation Number:** 369 NLRB No. 098
Digest: [Respondent, a religious institution of higher education, was not subject to Bd's jurisdiction; Bd reconsidered and overruled jurisdictional standard set forth in "Pacific Lutheran University," 361 NLRB 1404 (2014), and, adopted jurisdictional test announced by the D.C. Cir. ct in "University of Great Falls v. NLRB," 278 F.3d 1335 (D.C. Cir. 2002); Respondent holds itself out to students, faculty, and the community as providing a religious educational environment and various job postings indicate that applicants were informed of Respondent's religiously based nature; also, Respondent is owned and operated by the Central States Synod, Evangelical Lutheran Church in America]
Decision Type: Board **Decision Date:** Jun 10, 2020 **Case Number:** 14-CA-201546 **Members:** RKE

3. 177-2484-5067-8400: University faculty
Case Name: Bethany College **Citation Number:** 369 NLRB No. 098
Digest: [Respondent, a religious institution of higher education, was not subject to Bd's jurisdiction; Bd reconsidered and overruled jurisdictional standard set forth in "Pacific Lutheran University," 361 NLRB 1404 (2014), and, adopted jurisdictional test announced by the D.C. Cir. ct in "University of Great Falls v. NLRB," 278 F.3d 1335 (D.C. Cir. 2002); Respondent holds itself out to students, faculty, and the community as providing a religious educational environment and various job postings indicate that applicants were informed of Respondent's religiously based nature; also, Respondent is owned and operated by the Central States Synod, Evangelical Lutheran Church in America]
Decision Type: Board **Decision Date:** Jun 10, 2020 **Case Number:** 14-CA-201546 **Members:** RKE

4. 177-2484-5067-8400: University faculty
Case Name: Bethany College **Citation Number:** 369 NLRB No. 098
Digest: [Respondent, a religious institution of higher education, was not subject to the Bd's jurisdiction; Bd reconsidered and overruled jurisdictional standard set forth in "Pacific Lutheran University," 361 NLRB 1404 (2014), and, adopted jurisdictional test announced by the D.C. Cir. ct in "University of Great Falls v. NLRB," 278 F.3d 1335 (D.C. Cir. 2002); in determining whether to assert jurisdiction over faculty of an educational institution claiming exemption under principles set forth in "Catholic Bishop," Bd will inquire only whether the institution (a) holds itself out to the public as a religious institution; (b) is nonprofit; and (c) is religiously affiliated]
Decision Type: Board **Decision Date:** Jun 10, 2020 **Case Number:** 14-CA-201546 **Members:** RKE

5. 260-6708: COLLEGES AND UNIVERSITIES, PRIVATE NON-PROFIT
Case Name: Bethany College **Citation Number:** 369 NLRB No. 098
Digest: [Respondent, a religious institution of higher education, was not subject to the Bd's jurisdiction; Bd reconsidered and overruled jurisdictional standard set forth in "Pacific Lutheran University," 361 NLRB 1404 (2014), and, adopted jurisdictional test announced by the D.C. Cir. ct in "University of Great Falls v. NLRB," 278 F.3d 1335 (D.C. Cir. 2002); in determining whether to assert jurisdiction over faculty of an educational institution claiming exemption under principles set forth in "Catholic Bishop," Bd will inquire only whether the institution (a) holds itself out to the public as a religious institution; (b) is nonprofit; and (c) is religiously affiliated]
Decision Type: Board **Decision Date:** Jun 10, 2020 **Case Number:** 14-CA-201546 **Members:** RKE