



# Pennsylvania Conference of Teamsters

Strength in Numbers 95,000

## LEGISLATIVE ACTION ALERT

William Hamilton, President & Eastern PA Legislative Coordinator – Carl Bailey, Secretary-Treasurer & Western PA Legislative Coordinator -Tim O'Neill, Consultant – Dan Grace, Trustee & Legislative Advisor - Tom Kohn, Esq. Legal Advisor - Thomas Felice, Staff



UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 19

FIRST STUDENT, INC. Employer

and

GENERAL TEAMSTERS LOCAL 959 STATE OF ALASKA, AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS Petitioner

Case 19-RC-305598

### DECISION AND DIRECTION OF ELECTION

First Student, Inc. ("Employer") provides student transportation services for customers located throughout the country, including in Delta Junction, Alaska. General Teamsters Local 959 State of Alaska, affiliated with the International Brotherhood of Teamsters ("Petitioner") seeks to represent a unit of travel drivers employed by the Employer based out of its Delta Junction facility.

The Employer asserts that the petitioned-for employees do not constitute a readily identifiable group, and that the only appropriate unit would include all drivers employed out of the Delta Junction facility. The Employer failed to timely serve Petitioner with a copy of its Statement of Position and associated employee lists. It was therefore precluded from contesting the appropriateness of the petitioned-for unit at hearing. See Brunswick Bowling Products, LLC, 364 NLRB 1233 (2016); Ikea Distribution Services, Inc., 370 NLRB No. 109 (2021). I am, however, required to ensure that any unit potentially certified by the Board is an appropriate one. A hearing officer of the Board held a hearing in this matter. Both the Hearing Officer and Petitioner called witnesses to testify.

The Board has delegated its authority in this proceeding to me under § 3(b) of the Act. As explained below, based on the record and relevant Board law, including the Board's recent decision in American Steel Construction, Inc., 372 NLRB No. 23 (2022), I find that the petitioned-for unit is appropriate as the travel drivers constitute a readily identifiable group that shares a community of interest. Accordingly, I have directed an election in the unit sought. Because the travel drivers are geographically scattered within the meaning of San Diego Gas and Electric, 325 NLRB 1143 (1998), **I am directing that the election take place by mail.**

