

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 29

CINTAS CORPORATION

- and -

LOCAL 550, INTERNATIONAL
BROTHERHOOD OF TEAMSTERS

Case No. 29-RC-11769

**RESPONDENT'S EXCEPTIONS TO THE
REPORT ON OBJECTIONS**

Pursuant to Section 102.69 of the National Labor Relations Board's ("NLRB" or "Board") Rules and Regulations, Respondent Cintas Corporation ("Cintas," "Respondent," or the "Company") hereby submits the following exceptions to the Report on Objections dated September 9, 2009.

RESPONDENT'S EXCEPTIONS

Respondent takes the following exceptions to the Regional Director of Region 29's Report on Objections ("Report") in the above captioned case:

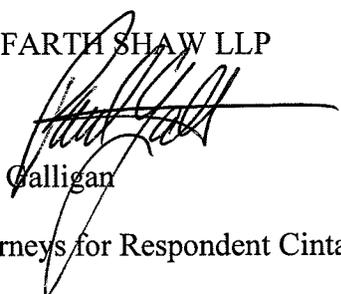
1. The Report fails to give appropriate weight to the Board's decision in *Harborside Healthcare* and the inherent tendency of supervisory solicitation of authorization cards to interfere with an election. (Report at 6.)
2. The Report gives undue weight to the fact that Avanzato indirectly solicited authorization cards. (Report at 6.)
3. The Report gives undue weight to the fact that Avanzato did not make a statement supporting the Petitioner while soliciting cards for Petitioner. (Report at 6.)

4. The Regional Director erred in not conducting a hearing on the circumstances surrounding Avanzato's solicitation of authorization cards and any mitigating circumstances which would negate the inherent tendency of such solicitation to interfere with the election. (Report at 6, 7.)
5. The Regional Director erred in not considering Avanzato's pro-union statements in the context of his solicitation of authorization cards. (Report at 4, 6.)
6. The Regional Director erred in concluding that Avanzato's pro-union comments constitute "permissible expressions of opinion" and did not interfere with the election. (Report at 4.)
7. The Regional Director erred in not conducting a hearing concerning the effect of Avanzato's comments on employees' freedom of choice. (Report at 4.)
8. The Report fails to definitively conclude whether Avanzato, as a Service Training Coordinator is a supervisor under Section 2(11) of the Act and instead assumes that Avanzato is a supervisor. (Report at 4, 5.)

Dated: September 23, 2009

Respectfully submitted,

SEYFARTH SHAW LLP



Paul Galligan

Attorneys for Respondent Cintas Corporation

CERTIFICATE OF SERVICE

I hereby certify that I caused a true and correct copy of *Respondent's Exceptions to Report on Objections and Brief in Support of Exceptions* to be served upon the following individuals via electronic mail and overnight mail on this 23rd day of September, 2009:

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