



## NATIONAL LABOR RELATIONS BOARD

### Region 32

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August 30, 2012

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Manuel A. Boigues, Esq.  
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Ms. Latika Malkani, Esq.  
Siegel, LeWitter and Malkani  
1919 Harrison Street, Suite 307  
Oakland, CA 94612

**Re: Piedmont Gardens, Grand Lake Gardens  
Case 32-RC-087995**

Dear Mr. Durham, Ms. Malkani and Mr. Boigues:

The purpose of this letter is to inform you that the processing of the petition in the above-referenced case is blocked due to several concurrent unfair labor practice charges filed against the Employer by Service Employees International Union, United Healthcare Workers - West (herein the Intervenor). Case 32-CA-063475 is currently pending before the Board after an administrative law judge decision issued in JD(SF)-18-12 on April 16, 2012. Consolidated cases 32-CA-025247, 32-CA-025248, 32-CA-025266, 32-CA-025271 through 32-CA-025308, and 32-CA-025498 are currently pending before the Board after an administrative law judge decision issued in JD(SF)-2-11 on August 9, 2011. On August 20, 2012, the Region issued a consolidated complaint in Cases 32-CA-078124 and 32-CA-080340 alleging that the Employer violated Section 8(a)(1) of the Act by denying unit employees access to a representative from the Intervenor on or about April 2, 2012, by posting a sign outside the employee break room door asserting that the Intervenor was not permitted to hold meetings in the employee break room; and by maintaining and enforcing a No-Access rule that discriminatorily restricts off-duty employees from accessing the facility for union activities. The hearing in Cases 32-CA-078124 and 32-CA-80340 is currently scheduled for October 30, 2012. I have determined that these charges involve conduct that, if proven, would interfere with employee free choice in an election were one to be conducted. Pending final determination in these related unfair labor practice cases the petition remains blocked.

Under Sec. 102.71(b) and (c) of the Board's Rules and Regulations, any party may obtain a review of this action by filing a request for review with the Board in Washington, D.C., and a copy filed with the Regional Director and copies served on all other parties, within 14 days of the notification that the petition is to be held in abeyance. This request must be received by the Board in Washington by **5 p.m., EST on September 13, 2012**. If you file the request for review electronically

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author details the various methods used to collect and analyze the data. This includes both primary and secondary data collection techniques. The analysis focuses on identifying trends and patterns over time, which is crucial for making informed decisions.

The third part of the document provides a comprehensive overview of the results obtained from the study. It includes several tables and charts that illustrate the key findings. The data shows a clear upward trend in certain areas, while other areas remain relatively stable.

Finally, the document concludes with a series of recommendations based on the findings. These suggestions are aimed at improving the efficiency of the current processes and addressing any identified weaknesses. The author believes that implementing these changes will lead to significant improvements in overall performance.

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it will be considered timely filed if the transmission of the entire document through the Agency's website is accomplished no later than 11:59 p.m. Eastern Time on the due date. Filing a request for review electronically may be accomplished by using the E-filing system on the Agency's website at [www.nlr.gov](http://www.nlr.gov). Once the website is accessed, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt of the request for review rests exclusively with the sender. A failure to timely file the request for review will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off line or unavailable for some other reason, absent a determination of technical failure of the site, with notice of such posted on the website.

Very truly yours,



William A. Baudler  
Regional Director

cc:

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ORDER SECTION