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**Edgewood Nursing Center, Inc., a Wholly Owned Subsidiary of Coventry Care Inc.; a Wholly Owned Subsidiary of United Health Facilities, Inc. and International Brotherhood of Teamsters Local Union No. 30, AFL-CIO.** Case 6-CA-28308

DECISION AND ORDER

BY CHAIRMAN GOULD AND MEMBERS BROWNING  
AND FOX

Pursuant to a charge filed on July 11, 1996, counsel for the General Counsel of the National Labor Relations Board issued a complaint on August 1, 1996, alleging that the Respondent has violated Section 8(a)(5) and (1) of the National Labor Relations Act by refusing the Union's request to bargain following the Union's certification in Case 6-RC-11293. (Official notice is taken of the "record" in the representation proceeding as defined in the Board's Rules and Regulations, Secs. 102.68 and 102.69(g); *Frontier Hotel*, 265 NLRB 343 (1982).) The Respondent filed an answer admitting in part and denying in part the allegations in the complaint.

On August 12, 1996, the General Counsel filed a Motion for Summary Judgment. On August 14, 1996, the Board issued an order transferring the proceeding to the Board and a Notice to Show Cause why the motion should not be granted. The Respondent filed a response.

The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.

Ruling on Motion for Summary Judgment

In its answer and response the Respondent admits its refusal to bargain, but attacks the validity of the certification on the basis of the Board's determination in the representation proceeding that the Respondent's registered nurses (RNs) and licensed practical nurses (LPNs) are not statutory supervisors.

All representation issues raised by the Respondent were or could have been litigated in the prior representation proceeding. The Respondent does not offer to adduce at a hearing any newly discovered and previously unavailable evidence, nor does it allege any special circumstances that would require the Board to reexamine the decision made in the representation proceeding. We therefore find that the Respondent has not raised any representation issue that is properly litigable in this unfair labor practice proceeding. See *Pittsburgh*

*Plate Glass Co. v. NLRB*, 313 U.S. 146, 162 (1941). Accordingly, we grant the Motion for Summary Judgment.<sup>1</sup>

On the entire record, the Board makes the following

FINDINGS OF FACT

I. JURISDICTION

At all material times the Respondent, a Wisconsin corporation with its headquarters in Milwaukee, Wisconsin, has been engaged in the management and operation of a nursing home facility located in Youngstown, Pennsylvania. During the 12-month period ending June 30, 1996, the Respondent, in conducting its business operations, derived gross revenues in excess of \$100,000 and purchased and received for use at its Youngstown, Pennsylvania, facility goods valued in excess of \$5,000 directly from points outside the Commonwealth of Pennsylvania.

At all material times the Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act and a health care institution within the meaning of Section 2(14) of the Act, and the Union has been a labor organization within the meaning of Section 2(5) of the Act.

II. ALLEGED UNFAIR LABOR PRACTICES

A. *The Certification*

Following the election held June 12, 1996, the Union was certified on June 25, 1996, as the exclusive collective-bargaining representative of the employees in the following appropriate unit:

All full-time and regular part-time registered nurses and licensed practical nurses, including the nurse assessment coordinator, employed by the Employer at its Youngstown, Pennsylvania, facility; excluding all office clerical employees, employees in the existing service and maintenance and technical employees bargaining unit, the administrator, the director of nursing, nurse supervisors, all other department heads, medical records clerks and guards, other professional employees and other supervisors as defined in the Act and all other employees.

The Union continues to be the exclusive representative under Section 9(a) of the Act.

B. *Refusal to Bargain*

About June 13, 1996, the Union, by letter, requested the Respondent to recognize and bargain, and, since about June 27, 1996, the Respondent has refused. We

<sup>1</sup>Member Fox did not participate in the underlying representation case. However, she agrees with her colleagues that the Respondent has raised no new issues in this "technical" 8(a)(5) case.

find that this refusal constitutes an unlawful refusal to bargain in violation of Section 8(a)(5) and (1) of the Act.

CONCLUSION OF LAW

By refusing on and after June 27, 1996, to recognize and bargain with the Union as the exclusive collective-bargaining representative of employees in the appropriate unit, the Respondent has engaged in unfair labor practices affecting commerce within the meaning of Section 8(a)(5) and (1) and Section 2(6) and (7) of the Act.

REMEDY

Having found that the Respondent has violated Section 8(a)(5) and (1) of the Act, we shall order it to cease and desist, to bargain on request with the Union, and, if an understanding is reached, to embody the understanding in a signed agreement.

To ensure that the employees are accorded the services of their selected bargaining agent for the period provided by the law, we shall construe the initial period of the certification as beginning the date the Respondent begins to bargain in good faith with the Union. *Mar-Jac Poultry Co.*, 136 NLRB 785 (1962); *Lamar Hotel*, 140 NLRB 226, 229 (1962), enfd. 328 F.2d 600 (5th Cir. 1964), cert. denied 379 U.S. 817 (1964); *Burnett Construction Co.*, 149 NLRB 1419, 1421 (1964), enfd. 350 F.2d 57 (10th Cir. 1965).

ORDER

The National Labor Relations Board orders that the Respondent, Edgewood Nursing Center, Inc., a Wholly Owned Subsidiary of Coventry Care, Inc., a Wholly Owned Subsidiary of United Health Facilities, Inc., Youngstown, Pennsylvania, its officers, agents, successors, and assigns, shall

1. Cease and desist from

(a) Refusing to bargain with International Brotherhood of Teamsters Local Union No. 30, AFL-CIO, as the exclusive bargaining representative of the employees in the bargaining unit.

(b) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act.

(a) On request, bargain with the Union as the exclusive representative of the employees in the following appropriate unit on terms and conditions of employment, and if an understanding is reached, embody the understanding in a signed agreement:

All full-time and regular part-time registered nurses and licensed practical nurses, including the nurse assessment coordinator, employed by the Employer at its Youngstown, Pennsylvania, facility; excluding all office clerical employees, employees in the existing service and maintenance and technical employees bargaining unit, the administrator, the director of nursing, nurse supervisors, all other department heads, medical records clerks and guards, other professional employees and other supervisors as defined in the Act and all other employees.

(b) Within 14 days after service by the Region, post at its facility in Youngstown, Pennsylvania, copies of the attached notice marked "Appendix."<sup>2</sup> Copies of the notice, on forms provided by the Regional Director for Region 6 after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places including all places where notices to employees are customarily posted. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. In the event that, during the pendency of these proceedings, the Respondent has gone out of business or closed the facility involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at any time since July 11, 1996.

(c) Within 21 days after service by the Region, file with the Regional Director a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

Dated, Washington, D.C.

William B. Gould IV, Chairman

Margaret A. Browning, Member

Sarah M. Fox, Member

(SEAL) NATIONAL LABOR RELATIONS BOARD

<sup>2</sup>If this Order is enforced by a judgment of a United States court of appeals, the words in the notice reading "Posted by Order of the National Labor Relations Board" shall read "Posted Pursuant to a Judgment of the United States Court of Appeals Enforcing an Order of the National Labor Relations Board."

## APPENDIX

NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
NATIONAL LABOR RELATIONS BOARD  
An Agency of the United States Government

The National Labor Relations Board has found that we violated the National Labor Relations Act and has ordered us to post and abide by this notice.

WE WILL NOT refuse to bargain with International Brotherhood of Teamsters Local Union No. 30, AFL-CIO as the exclusive representative of the employees in the bargaining unit.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL, on request, bargain with the Union and put in writing and sign any agreement reached on

terms and conditions of employment for our employees in the bargaining unit:

All full-time and regular part-time registered nurses and licensed practical nurses, including the nurse assessment coordinator, employed by the Employer at its Youngstown, Pennsylvania, facility; excluding all office clerical employees, employees in the existing service and maintenance and technical employees bargaining unit, the administrator, the director of nursing, nurse supervisors, all other department heads, medical records clerks and guards, other professional employees and other supervisors as defined in the Act and all other employees.

EDGEWOOD NURSING CENTER, INC., A WHOLLY OWNED SUBSIDIARY OF COVENTRY CARE INC.; A WHOLLY OWNED SUBSIDIARY OF UNITED HEALTH FACILITIES, INC.



The National Labor Relations Board has found that we violated the National Labor Relations Act and has ordered us to post and abide by this notice.

WE WILL NOT refuse to bargain with INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL UNION NO. 30, AFL-CIO as the exclusive representative of the employees in the bargaining unit.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL, on request, bargain with the Union and put in writing and sign any agreement reached on terms and conditions of employment for our employees in the bargaining unit:

All full-time and regular part-time registered nurses and licensed practical nurses, including the nurse assessment coordinator, employed by the Employer at its Youngstown, Pennsylvania, facility; excluding all office clerical employees, employees in the existing service and maintenance and technical employees bargaining unit, the administrator, the director of nursing, nurse supervisors, all other department heads, medical records clerks and guards, other professional employees and other supervisors as defined in the Act and all other employees.

EDGEWOOD NURSING CENTER, INC., A  
WHOLLY OWNED SUBSIDIARY OF COVENTRY  
CARE, INC.; A WHOLLY OWNED SUBSIDIARY  
OF UNITED HEALTH FACILITIES, INC.

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(Employer)

Dated \_\_\_\_\_ By \_\_\_\_\_  
(Representative) (Title)

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