

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION SIX**

VARSITY CONTRACTORS, INC.

Employer

and

CHAD ALTMAN, AN INDIVIDUAL

Petitioner

and

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 95, 95A, 950, AFL-CIO

Union

Case 6-RD-1622

ERRATUM

The Decision and Direction of Election, which issued in the above-captioned case on April 29, 2008, is hereby corrected by the substitution of Page 3 which is attached hereto.

Dated at Pittsburgh, Pennsylvania, this 30th day of April 2008.

Gerald Kobell, Regional Director

NATIONAL LABOR RELATIONS BOARD
Region Six
Two Chatham Center, Suite 510
112 Washington Place
Pittsburgh, PA 15219

I. OVERVIEW OF OPERATIONS

The Employer, as described above, provides janitorial and maintenance services at locations throughout the United States. In these operations, the Employer employs over 4,600 employees. The Employer's headquarters is located in Pocatello, Idaho, with regional offices in various locations around the United States.

One of the Employer's regional offices is located in Indianapolis, Indiana. Jim Ratliff is the Regional Vice President in the Indianapolis regional office. Reporting to Ratliff is the Regional Operations Manager. In the 2003 through early 2005 time period, when the election and contract negotiations took place in this matter, Jim Sorge held this position.⁴ There is an Operations Director at each of the locations in this matter who each report to the Regional Operations Manager; at Ross Park, the Operations Director is Timothy Bonidie, and at South Hills, the Operations Director is Gary Liston. The bargaining unit employees report to their respective Operations Director at each location.

II. HISTORY OF THE BARGAINING RELATIONSHIP

During the summer of 2003,⁵ the Union filed two petitions to hold representation elections among employees at South Hills and at Ross Park. Each election was held separately with its own observers and representatives from the Union and the Employer, but they were scheduled to take place on the same date and at the same time. When each election was completed, a separate tally of ballots was signed by the parties at each separate location, indicating that the Union had won a majority of the votes at each location to become the exclusive bargaining representative for each bargaining unit. A separate certification for each

⁴ Sorge left the Employer's organization about three years ago and was replaced by Billy Patton. Prior to holding the position of Regional Operations Manager, Patton held the position of Operations Director at Ross Park.

⁵ The exact date of these elections is not reflected in the record.

