

National Labor Relations Board

NOTICE OF PROCEDURES TO BE FOLLOWED WHEN BOARD OFFICES ARE CLOSED DUE TO A LAPSE IN APPROPRIATED FUNDS

The National Labor Relations Board (NLRB) is issuing this notice to advise the public that **all Board offices are closed and the NLRB website, including the Agency's E-Filing system, (at www.nlr.gov) is not available**, in compliance with the Anti-Deficiency Act, 31 U.S.C. 1341, *et seq.*, due to a lapse in appropriated funds.

1. Timeliness and Filing of Charges, Petitions and Other Papers During a Shutdown

The Board hereby tolls, *sua sponte*, all due dates to file or serve any document for which tolling is permitted by law. The terms of the tolling are that for each day on which the Agency's offices are closed for all or any portion of the day, one day shall be added to the time for filing or service of the document. If the new due date falls on a weekend or holiday, the new due date will be moved to the next business day.

- **Certain time limitations that cannot be tolled** – Extensions of time or tolling for filing cannot apply to the 6-month period provided by Section 10(b) of the Act for the filing and service of charges, 29 U.S.C. 160(b), or to Applications for awards of fees and other expenses under the Equal Access to Justice Act, 5 U.S.C. 504.¹
- **All documents must be filed by U.S. Mail or via fax** – Because the Agency's E-Filing system is not available during a lapse in appropriated funds, any person wishing to file a document with Agency must do so by U.S. Mail or fax.
- **Unfair Labor Practice (ULP) Charges must be filed and served within six-months of the alleged ULP** – Section 10(b) of the Act (29 U.S.C. 160(b)) provides:

[N]o complaint shall issue based upon any unfair labor practice occurring more than six months prior to the filing of the charge with the Board and the service of a copy thereof upon the person against whom such charge is made

As such, persons wishing to file a charge for which the 6-month period of Section 10(b) may expire during the interruption in the Board's normal operations, should file the

¹ With respect to time computations for filing and serving charges, Section 102.2(a) of the Board's Rules and Regulations (29 C.F.R. 102.2(a)) provides:

In computing any period of time prescribed or allowed by these Rules, the day of the act, event, or default after which the designated period of time begins to run is not to be included. The last day of the period so computed is to be included, unless it does not fall on a business day, in which event the period runs until the next Agency business day.

For purposes of charges filed pursuant to Section 10(b) or applications filed pursuant to the Equal Access to Justice Act, the Board intends to construe the phrase "business days" to not encompass any day on which the Agency's offices are closed for all or any portion of the day due to lack of appropriated funds. Please note, however, that this has not been tested in the federal courts.

charge before the six-month anniversary of the alleged ULP by mailing or faxing a copy of the charge to the appropriate Regional Office and serving a copy of the charge upon the person against whom the charge is made as provided in Section 102.14 of the Board's Rules and Regulations, 29 C.F.R. 102.14.

The mailing addresses and fax numbers for the NLRB's Regional Offices may be found at the end of this notice.

- **Representation Petitions and other Election-related matters** – Pursuant to Section 9 of the Act (29 U.S.C. 159), representation petitions and other election-related documents should be served on the proper party or parties and a copy of the document should be filed with the appropriate Regional Office in a timely manner via U.S. Mail or FAX.²

2. Postponement of Unfair Labor Practice Hearings Before Administrative Law Judges

In the event the Board's offices are closed due to a lapse in appropriated funds, the parties to hearings before an Administrative Law Judge scheduled for the first week of the closure will be notified that the hearing has been postponed.

In every case with a hearing scheduled to begin on or after October 1, 2025, through October 3, 2025, if there has been no appropriations bill enacted into law or legislation authorizing the Board to operate after September 30, 2025, then the hearing will be postponed indefinitely. If there has been no appropriations bill enacted into law or legislation authorizing the Board to operate after the close of business on Friday October 3, 2025, all hearings scheduled for the week of October 6, 2025, will be postponed indefinitely.

In every case with a hearing scheduled to begin in subsequent weeks, if by the close of business on the Monday preceding the Monday of the week in which the hearing is scheduled there has been no appropriations bill enacted into law or legislation authorizing the Board to operate during the week in which the hearing is scheduled, then the hearing will be postponed indefinitely. For example, if there has been no appropriations bill enacted by close of business Monday, October 6, 2025, all hearings scheduled for the week of Monday, October 13, 2025, will be postponed indefinitely.

In cases in which a hearing has already opened and is scheduled to resume during a week in which the NLRB has yet to be funded, it is up to the trial judge to determine when the hearing will resume after the Agency is funded.

3. Postponement of Representation Elections and Hearings

In the event that the Board's offices are closed on October 1, 2025, due to a lapse in appropriated funds, all elections, ballot counts and pre- and post-election hearings scheduled to

² In circumstances where there is an existing collective bargaining agreement, decertification petitions and other petitions must be filed more than 60 days but less than 90 days before the expiration date of the agreement (or third anniversary date for agreements longer than three years). In health care cases, the petition must be filed more than 90 days but less than 120 days before expiration.

be conducted any day from October 1, 2025 through October 3, 2025, will be postponed indefinitely, unless postponement without notice on October 1, 2025, would cause serious disruption to the public and the Board has determined and notified the parties that such election, ballot count or hearing will be completed by close of business on that date.

In the event the Board's offices are closed due to a lapse in appropriated funds, in every case with an election, ballot count or pre- or post-election hearing scheduled to be conducted during the week of October 6, 2025, if by the close of business on Friday, October 3, 2025, there has been no appropriations bill enacted, then the election, ballot count, or pre- or post-election hearing will be postponed indefinitely.

In every case with an election, ballot count or pre- or post-election hearing scheduled to begin in subsequent weeks, if by the close of business on the Monday preceding the Monday of the week in which the election, ballot count, or pre- or post-election hearing is scheduled there has been no appropriations bill enacted into law or legislation authorizing the Board to operate during the week in which the election, ballot count, or pre- or post-hearing is scheduled, then the election, ballot count, or pre- or post-election hearing will be postponed indefinitely. For example, if there has been no appropriations bill enacted by close of business Monday, October 6, 2025, all elections, ballot counts, or pre- or post-election hearings scheduled for the week of Monday, October 13, 2025, will be postponed indefinitely.

In each case until the election is postponed per the schedule noted above, it is the Employer's obligation to post the Notice of Election for 3 full working days prior to the day of the election and failure to do so shall be grounds for setting aside the election.

4. Notice to Be Posted in the Event of a Shutdown Due to a Lapse in Appropriated Funds

In the event the Board's offices are closed due to a lapse in appropriated funds, the Board will post a notice at each of its offices to advise the public of procedures to be followed during the period of the shutdown. In addition, a recorded message will be available on the main phone numbers in each of the Agency's offices to provide information regarding how to contact the Agency during the shutdown.

FOR FURTHER INFORMATION:

For questions about filing an unfair labor practice charge or representation petition with the Agency during a shutdown due to a lapse of appropriated funds, contact Stephanie Cahn, Acting Deputy General Counsel, at (202) 273-1777.

For all other inquiries, contact Roxanne L. Rothschild, Executive Secretary, National Labor Relations Board, 1015 Half Street, SE, Washington, D.C. 20570, at (202) 273-2917 (this is not a toll-free number), 1-866-315-6572 (TTY/TDD).

Dated: Washington, D.C., October 1, 2025.

Roxanne L. Rothschild, Executive Secretary

MAILING ADDRESSES AND FAX NUMBERS FOR ALL NLRB FIELD OFFICES

Region 1 – Boston

Areas Served: Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, Vermont
Address: Thomas P. O'Neill Jr. Federal Building
10 Causeway St, Room 1002
Boston, MA 02222-1001
Fax number: (617) 565-6725

Subregional Office 34 – Hartford, CT

Address: 450 Main St, Suite 410
Hartford, CT 06103-3078
Fax number: (860) 240-3564

Region 2 – New York

Areas Served: New York
Address: 26 Federal Plaza, Suite 41-120
New York, NY 10278-3699
Fax Number: (212) 264-2450

Region 3 – Buffalo

Areas Served: New York, Vermont
Address: 130 S Elmwood Ave, Suite 630
Buffalo, NY 14202-2465
Fax Number: (716) 551-4972

Resident Office 3 – Albany, NY

Address: 11A Clinton Ave., Suite 342
Albany, NY 12207-2366
Fax Number: (518) 431-4157

Region 4 – Philadelphia

Areas Served: Delaware, New Jersey, Pennsylvania
Address: 100 E Penn Square, Suite 403
Philadelphia, PA 19107
Fax Number: (215) 597-7658

Region 5 – Baltimore

Areas Served: District of Columbia, Delaware, Maryland, Pennsylvania, Virginia, West Virginia
Address: Edward A. Garmatz U.S. Courthouse
101 W. Lombard Street, Suite 700
Baltimore, MD 21201
Fax Number: (410) 962-2198

Resident Office 5 – Washington, DC

Address: 1015 Half Street SE
Washington, DC 20570-0001

Fax Number: (202) 208-3013

Region 6 – Pittsburgh

Areas Served: Maryland, Pennsylvania, Virginia, West Virginia

Address: 1000 Liberty Ave Rm 904
Pittsburgh, PA 15222-4111

Fax Number: (412) 395-5986

Region 7 – Detroit

Areas Served: Michigan

Address: Patrick V. McNamara Federal Building
477 Michigan Ave, Room 05-200
Detroit, MI 48226

Fax Number: (313) 226-2090

Resident Office 7 – Grand Rapids, MI

Address: 110 Michigan Street NW, Suite 299
Grand Rapids, MI 49503-2323

Fax Number: (616) 456-2596

Region 8 – Cleveland

Areas Served: Ohio

Address: 1240 East 9th Street, Suite 1695
Cleveland, OH 44199-2086

Fax Number: (216) 522-2418

Region 9 – Cincinnati

Areas Served: Indiana, Kentucky, Ohio, West Virginia

Address: 550 Main Street, Room 3-111
Cincinnati, OH 45202-3271

Fax Number: (513) 684-3946

Region 10 – Atlanta

Areas Served: Alabama, Georgia, Kentucky, North Carolina, South Carolina, Tennessee,
Virginia, West Virginia

Address: 401 W. Peachtree Street, NW, Suite 2201
Atlanta, GA 30308

Fax Number: (404) 331-2858

Subregional Office 11 – Winston-Salem, NC

Address: One West Fourth Street, Suite 710
Winston-Salem, NC 27101

Fax Number: (336) 631-5210

Resident Office 10 – Birmingham, AL

Address: 1130 22nd Street South
Ridge Park Place, Suite 3400
Birmingham, AL 35205-2885
Fax Number: (205) 933-3017

Resident Office 10 – Nashville, TN

Address: 810 Broadway, Suite 302
Nashville, TN 37203-3859
Fax Number: (615) 736-7761

Region 12 - Tampa

Areas Served: Florida, Georgia, Puerto Rico, U.S. Virgin Islands
Address: 201 East Kennedy Blvd, Suite 530
Tampa, FL 33602-5824
Fax Number: (813) 228-2874

Subregional Office 24 – San Juan, PR

Address: 525 F.D. Roosevelt Ave, Suite 1002
San Juan, PR 00918-8001
Fax Number: (787) 766-5478

Resident Office 12 – Miami, FL

Address: 51 SW 1st Ave, Suite 1320
Miami, FL 33130-1623
Fax Number: (305) 536-5320

Region 13 - Chicago

Areas Served: Illinois, Indiana
Address: Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027
Fax Number: (312) 886-1341

Region 14 – St. Louis

Areas Served: Iowa, Illinois, Kansas, Missouri, Nebraska, Oklahoma
Address: 1222 Spruce Street, Room 8.302
St. Louis, MO 63103-2829
Fax Number: (314) 539-7794

Subregional Office 17 – Overland Park, KS

Address: 8600 Farley Street, Suite 100
Overland Park, KS 66212-4677
Fax Number: (913) 967-3010

Resident Office 14 – Tulsa, OK

Address: 224 S. Boulder Ave, Suite 322
Tulsa, OK 74103-3006
Fax Number: (918) 581-7970

Region 15 – New Orleans

Areas Served: Alabama, Arkansas, Florida, Louisiana, Mississippi, Tennessee
Address: 600 South Maestri Place – 7th Floor
New Orleans, LA 70130-3413
Fax Number: (504) 589-4069

Subregional Office 26 – Memphis, TN

Address: 80 Monroe Avenue, Suite 935
Memphis, TN 38103-2400
Fax Number: (901) 544-0008

Resident Office 15 – Little Rock, AR

Address: 700 West Capitol Avenue, Suite 4429
Little Rock, AR 72201
Fax Number: (501) 324-5009

Region 16 – Fort Worth

Areas Served: Arkansas, Texas
Address: 819 Taylor Street, Room 8A24
Fort Worth, TX 76102-6107
Fax Number: (817) 978-2928

Resident Office 16 – Houston, TX

Address: 1919 Smith Street, Suite 1545
Houston, TX 77002-8051
Fax Number: (281) 228-5619

Resident Office 16 – San Antonio, TX

Address: 615 E Houston St Ste 559
San Antonio, TX 78205-2039
Fax Number: (210) 472-6143

Region 18 - Minneapolis

Areas Served: Iowa, Michigan, Minnesota, North Dakota, South Dakota, Wisconsin
Address: Paul D. Wellstone Federal Building
212 Third Avenue South, Suite 200
Minneapolis, MN 55401-2657
Fax Number: (612) 348-1785

Subregional Office 30 – Milwaukee, WI

Address: 310 West Wisconsin Avenue, Suite 450W
Milwaukee, WI 53203-2246

Fax Number: (414) 297-3880

Region 19 - Seattle

Areas Served: Alaska, Idaho, Montana, Oregon, Washington

Address: 915 2nd Avenue, Suite 2948
Seattle, WA 98174-1006

Fax Number: (206) 220-6305

Subregional Office 36 – Portland, OR

Address: Green-Wyatt Federal Building
1220 SW 3rd Avenue, Suite 605
Portland, OR 97204-2170

Fax Number: (503) 326-5387

Region 20 – San Francisco

Areas Served: California, Guam, Hawaii

Address: 450 Golden Gate Avenue
3rd Floor, Suite 3112
San Francisco, CA 94102

Fax Number: (415) 356-5156

Subregional Office 37 – Honolulu, HI

Address: 300 Ala Moana Blvd, Room 7-245
Honolulu, HI 96850-7245

Fax Number: (808) 541-2818

Region 21 – Los Angeles

Areas Served: California

Address: US Court House, Spring Street
312 N Spring Street, 10th Floor
Los Angeles, CA 90012

Fax Number: (213) 894-2778

Resident Office 21 – San Diego, CA

Address: 550 West C Street, Suite 790
San Diego, CA 92101-3516

Fax Number: (619) 557-6358

Region 22 - Newark

Areas Served: New Jersey

Address: 20 Washington Place, Floor 5
Newark, NJ 07102-3127

Fax Number: (973) 645-3852

Region 25 - Indianapolis

Areas Served: Iowa, Illinois, Indiana, Kentucky
Address: 575 N Pennsylvania Street, Suite 238
Indianapolis, IN 46204-1520
Fax Number: (317) 226-5103

Subregional Office 33 – Peoria, IL

Address: 101 SW Adams Street, Suite 400
Peoria, IL 61602
Fax Number: (309) 671-7095

Region 27 - Denver

Areas Served: Colorado, Idaho, Montana, Nebraska, Utah, Wyoming
Address: Byron Rogers Federal Office Building
1961 Stout Street, Suite 13-103
Denver, CO 80294
Fax Number: (303) 844-6249

Region 28 - Phoenix

Areas Served: Arizona, New Mexico, Nevada, Texas
Address: 2600 North Central Avenue, Suite 1400
Phoenix, AZ 85004-3099
Fax Number: (602) 640-2178

Resident Office 28 – Albuquerque, NM

Address: P.O. Box 244
Albuquerque, NM 87103-0244
Fax Number: (505) 206-5695

Resident Office 28 – Las Vegas, NV

Address: 300 Las Vegas Boulevard South, Suite 2-901
Las Vegas, NV 89101
Fax Number: (702) 388-6248

Region 29 - Brooklyn

Areas Served: New York
Address: One Metro Tech Center, 20th Floor
Suite 2000
Brooklyn, NY 11201-3948
Fax Number: (718) 330-7579

Region 31 – Los Angeles

Areas Served: California
Address: 11500 W Olympic Blvd, Suite 600
Los Angeles, CA 90064-1753
Fax Number: (310) 235-7420

Region 32 - Oakland

Areas Served: California, Nevada

Address: 1301 Clay Street, Suite 1510N
Oakland, CA 94612-5224

Fax Number: (510) 637-3315