

UNITED STATES GOVERNMENT

NATIONAL LABOR RELATIONS BOARD

Kansas City Regional Office
8600 Farley Street - Suite 100
Overland Park, KS 66212-4677
Telephone: 913-967-3021 or 913-967-3000

Resident Office:
224 South Boulder Ave. – Suite 318
Tulsa, OK 74103-3006
Telephone: 918-581-7952

CERTIFIED

April 4, 2007

Ms. Bonnita Stewart
209 South Debbie Avenue
Republic, MO 65738

RE: ARAMARK UNIFORM SERVICES
17-RD-1753

Dear Ms. Stewart:

The above-captioned case, petitioning for an investigation and decertification of representative under Section 9(c) of the National Labor Relations Act, has been carefully investigated and considered.

The investigation revealed that on October 26, 2006, the Employer voluntarily recognized Service Workers United as the collective-bargaining representative based upon an independent assessment that the Union represented a majority of employees employed in the following appropriate unit:

All regular full time and regular part time production workers employed by ARAMARK at 2950 W. Catalpa St., Springfield, MO 65802, excluding office, clerical, sales, security, professional, management, management trainee, supervisory, and maintenance employees.

Since December 19, 2006, contract negotiations have been conducted by the parties through in person, telephone, and email communications. Proposals have been exchanged and agreement has been reached on all non-economic issues. The parties have now turned their attention to their respective economic proposals. Although it appears that bargaining was initially delayed due to a change in management, the parties view this slight delay as inconsequential to bargaining, as they have achieved significant progress on reaching agreement on an initial contract. No evidence has been presented that either party has engaged in bad faith bargaining, and to date, impasse has not been reached on any issue.

In order to effectuate employee free choice while promoting voluntary recognition and protecting the stability of collective-bargaining relationships, the Board permits the

parties “a reasonable time” to bargain and to execute a contract free of challenge to the Union’s majority status. For three months, the parties have bargained in good faith and have not reached impasse. I conclude that a reasonable time for bargaining has not elapsed as of March 20, 2007, the date of the filing of the petition. As a result, there is a recognitional bar to the filing of the petition as it would frustrate the statutory goal of promoting stable bargaining relationships, as well as the free choice of the unit employees, to allow a challenge to the Union’s status as the employees’ exclusive collective bargaining representative to proceed at this time. See *Livent Realty, a Division of Livent U.S., Incorporated, d/b/a the Ford Center for the Performing Arts*, 328 NLRB 1 (1999). I am, therefore, dismissing the petition in this matter.

Pursuant to the National Labor Relations Board’s Rules and Regulations, you may obtain a review of this action by filing a request with the Executive Secretary, National Labor Relations Board, 1099 14th Street, N.W., Washington, D.C. 20570 A request for review may also be submitted by electronic filing. See the attachment provided in the initial correspondence in this case or refer to [OM 05-30](#) and [OM 07-07](#), which are available on the Agency’s website at www.nlr.gov for a detailed explanation of requirements which must be met when electronically submitting documents to the Board and Regional Offices. Guidance can also be found under *E-Gov* on the Board’s website. A copy of the request for review must be served on each of the other parties to the proceeding, as well as on the undersigned, either by mail or by electronic filing. This request for review must contain a complete statement setting forth the facts and reasons on which it is based. The request for review (eight copies) must be received by the Executive Secretary of the Board in Washington, D.C., by close of business on **April 18, 2007**. This request may *not* be filed by facsimile. Upon good cause shown, however, the Board may grant special permission for a longer period within which to file. A request for extension of time should be submitted to the Executive Secretary in Washington, and a copy of any such request for extension of time should be submitted to this office and to each of the other parties to this proceeding.

The request for review and any request for extension of time must include a statement that a copy has been served on this office and on each of the other parties to this proceeding in the same or a faster manner as that utilized in filing the request with the Board.

Very truly yours,

/s/ D. Michael McConnell

D. Michael McConnell
Regional Director

DMM:pmc

Enclosure

cc: See Page Three

cc:

Ms. Leona Cummings, Dir Ee & LR
ARAMARK Uniform Services, Inc.
980 Hammond Drive, Suite 1400
Atlanta, GA 30328

Mr. Brent Garren, Sr AGC
UNITE HERE!
275 Seventh Avenue
New York, NY 10001

Mr. Paul Rose
Aramark Uniform Services
2950 West Catalpa Street
Springfield, MO 65802

Ms. Velma Aldridge
Union Representative
Service Workers United Local 64
POB 363
Versailles, MO 65084

bc: Executive Secretary