

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 18 – SUBREGION 30**

**GROUP HEALTH COOPERATIVE OF
SOUTH CENTRAL WISCONSIN**

Employer

and

SEIU WISCONSIN

Petitioner

Case 18-RC-356598

**SUPPLEMENTAL DECISION AND ORDER GRANTING
REQUEST TO BLOCK FURTHER PROCESSING OF PETITION**

After a pre-election hearing before a hearing officer, I issued a Decision on March 21, 2025, in which I found the following unit to be appropriate:

All full-time and regular part-time employees of the Employer working in or providing services through the behavioral health, chiropractic, dermatology, health education, laboratory, pharmacy, physical therapy/occupational therapy, primary care, optometry, radiology, and urgent care departments, and interpreters, at its clinic locations in the Madison, Wisconsin area; excluding all facilities staff, receptionists, social workers, guards and supervisors as defined in the Act.

However, I did not set forth the voting groups in the Decision as the unit is comprised of both professional and nonprofessional employees, which necessitates a *Sonotone* election, and the parties had not stipulated on the record to the Section 2(12) status of all the classifications in the Employer's seven Madison-area clinics. After the issuance of the Decision, the parties reached a stipulation on the professional and non-professional status of the involved classifications, which is attached as Attachment A.¹ With this stipulation, I have now determined the appropriate professional and nonprofessional bargaining units as set forth below. Further, I have modified the overall bargaining unit found appropriate so as to be consistent with these units.

¹ There are four classifications listed in Attachment A – Care Mgt Utilization Mgt Nurse RN; Pharmacist – Informatics and EMR Support; Pharmacist – Utilization Management and Compliance; and Pharmacy Administrative Systems Technician – which are not listed in bargaining units A, B or C, as there is insufficient evidence in the record to establish that these classifications work in or provide services as described in the units at any of the Employer's Madison-area clinic locations.

VOTING GROUP – UNIT A (Professional Unit)

All full-time and regular part-time professional employees of the Employer working in or providing services through the behavioral health, chiropractic, dermatology, health education, laboratory, pharmacy, physical therapy/occupational therapy, primary care, optometry, radiology, and urgent care departments, and interpreters, at its clinic locations in the Madison, Wisconsin area, including: Family Physicians; Nurse Practitioners; Physician Assistants; Pediatricians; Associate Medical Directors – Laboratory and Care Management; Internists; Urgent Care Nurse Practitioners; Urgent Care Physician Assistants; Urgent Care Physician Assistants – Per Diem; Urgent Care Family Physicians; Urgent Care Family Physicians – Per Diem; Pharmacist – Anticoagulation Team Leads; Pharmacists – Clinical; Pharmacists – Reg; Dermatologists; Chiropractors; Diabetes Nurse Educators; Dietitians; Lactation Consultants; Asthma Health Educators; Physical Therapists; Occupational Therapists; Therapy Technicians; Physical Therapist/BusAnalysts; Optometrists; Behavioral Health – Advance Prac Nurses Presc; Program Coordinators – Behavioral Health Services; BH Therapists; Behavioral Health Nurses – RN; Psychiatrists; BH Therapists – Psychologist; BH Coordinators – Triage & Crisis; Behavioral Health Triage & Crisis Team Specialists; Behavioral Health Triage & Crisis – Team Leads; Behavioral Health – ASD Program Assistants; Behavioral Health – ASD Unit Clerks; Behavioral Health – ASD Program Managers; Behavioral Health - ASD Senior Therapists; Developmental Psychologists; Developmental Psychologists – Per Diem; Ultrasound Technologists; Ultrasound Technologists – Per Diem; CT Technologist Team Leaders; Radiologic Tech Tm Leaders; Radiologic Technologists – Reg; Radiologic Technologists – Reg – Per Diem; Radiology Techs Support Spec.; BMD Quality Control Technologists; Medical Imaging Data Team Leaders; Mammography Technologists; CT Technologists; Mammography Technologists – QC; Ultrasound Team Leaders; Medical Lab Assistants; Medical Lab Assistants – Per Diem; Medical Technologists – Reg; Medical Lab Technicians – Reg; Medical Lab Technicians – Reg – Per Diem; Med Lab Tech – Purchasing Coordinators; Medical Lab Assistants – Non Cert; Medical Lab Assistants – Cert; Medical Technologist – Microbiology Leads; Medical Technologists – Reg – Per Diem; Medical Lab Technician – Leads; Med Technologists – Lab Info Spec; Medical Lab Information Specialists; RNs – Virtual; RNs -Virtual – Per Diem; Radiologic Techs – PCS; RNs – Per Diem; RNs – Resource; RNs – Urgent Care; RNs – NurseConnect; RN – NurseConnect – Per Diem; RN Transitional Care Coordinators; Language Services Bilingual Assistants; Language Services Member Liaisons; Pharmacists – On Call; Pharmacists – On Call – Per Diem; Pharmacy Interns; Pharmacy Technician Team Leaders – Clinical and Retail; Pharmacy Interns – Post Grad – Per Diem; Eye Care Center Tm Leaders; Associate Medical Directors – Care Management; Associate Medical Directors – Laboratory and Care Management; and Associate Medical Directors – Informatics and Population Health; excluding

all facilities staff, receptionists, social workers, guards, and supervisors as defined in the Act.

VOTING GROUP – UNIT B (Nonprofessional Unit)

All full-time and regular part-time nonprofessional employees of the Employer working in or providing services through the behavioral health, chiropractic, dermatology, health education, laboratory, pharmacy, physical therapy/occupational therapy, primary care, optometry, radiology, and urgent care departments, and interpreters, at its clinic locations in the Madison, Wisconsin area, including: Physical Therapists Assist; Optometric Testing Techs; Optometric Technicians; Care Team Specialists; Behavioral Health Associate Therapists; Clinical Nurse & ADHD Coaches; Behavioral Health Triage & Crisis Associate Therapists; Behavioral Health Triage & Crisis Specialists; Behavioral Health – Unit Clerks; Medical Imaging Data Associates; Clinical Assistants – Purchasing; Patient Care Technicians; Care Team Specialists – In Basket; Care Team Specialists – In Basket – Per Diem; Care Team Specialists Per Diem; Clinic Assistants; Care Team Specialist - Vaccine Team Leads; Care Team Specialists – Per Diem; Care Team Specialist Clinic Coordinators; Care Team Specialists – Virtual; Care Team Specialists Urgent Ca; Care Team Specialists Urgent Ca – Per Diem; Pharmacy Techs – Non Cert.; Pharmacy Techs – Cert.; and Optometric Dispensary Techs; excluding all facilities staff, receptionists, social workers, guards, and supervisors as defined in the Act.

VOTING GROUP – UNIT C (Overall Unit)

All full-time and regular part-time employees of the Employer working in or providing services through the behavioral health, chiropractic, dermatology, health education, laboratory, pharmacy, physical therapy/occupational therapy, primary care, optometry, radiology, and urgent care departments, and interpreters, at its clinic locations in the Madison, Wisconsin area, including: Family Physicians; Nurse Practitioners; Physician Assistants; Pediatricians; Associate Medical Directors – Laboratory and Care Management; Internists; Urgent Care Nurse Practitioners; Urgent Care Physician Assistants; Urgent Care Physician Assistants – Per Diem; Urgent Care Family Physicians; Urgent Care Family Physicians – Per Diem; Pharmacist – Anticoagulation Team Leads; Pharmacists – Clinical; Pharmacists – Reg; Dermatologists; Chiropractors; Diabetes Nurse Educators; Dieticians; Lactation Consultants; Asthma Health Educators; Physical Therapists; Occupational Therapists; Therapy Technicians; Physical Therapist/BusAnalysts; Optometrists; Behavioral Health – Advance Prac Nurses Presc; Program Coordinators – Behavioral Health Services; BH Therapists; Behavioral Health Nurses – RN; Psychiatrists; BH Therapists – Psychologist; BH Coordinators – Triage & Crisis; Behavioral Health Triage & Crisis Team Specialists; Behavioral Health Triage & Crisis – Team Leads; Behavioral Health – ASD Program

Assistants; Behavioral Health – ASD Unit Clerks; Behavioral Health – ASD Program Managers; Behavioral Health - ASD Senior Therapists; Developmental Psychologists; Developmental Psychologists – Per Diem; Ultrasound Technologists; Ultrasound Technologists – Per Diem; CT Technologist Team Leaders; Radiologic Tech Tm Leaders; Radiologic Technologists – Reg; Radiologic Technologists – Reg – Per Diem; Radiology Techs Support Spec.; BMD Quality Control Technologists; Medical Imaging Data Team Leaders; Mammography Technologists; CT Technologists; Mammography Technologists – QC; Ultrasound Team Leaders; Medical Lab Assistants; Medical Lab Assistants – Per Diem; Medical Technologists – Reg; Medical Lab Technicians – Reg; Medical Lab Technicians – Reg – Per Diem; Med Lab Tech – Purchasing Coordinators; Medical Lab Assistants – Non Cert; Medical Lab Assistants – Cert; Medical Technologist – Microbiology Leads; Medical Technologists – Reg – Per Diem; Medical Lab Technician – Leads; Med Technologists – Lab Info Spec; Medical Lab Information Specialists; RNs – Virtual; RNs -Virtual – Per Diem; Radiologic Techs – PCS; RNs – Per Diem; RNs – Resource; RNs – Urgent Care; RNs – NurseConnect; RN – NurseConnect – Per Diem; RN Transitional Care Coordinators; Language Services Bilingual Assistants; Language Services Member Liaisons; Pharmacists – On Call; Pharmacists – On Call – Per Diem; Pharmacy Interns; Pharmacy Technician Team Leaders – Clinical and Retail; Pharmacy Interns – Post Grad – Per Diem; Eye Care Center Tm Leaders; Associate Medical Directors – Care Management; Associate Medical Directors – Laboratory and Care Management; and Associate Medical Directors – Informatics and Population Health; Physical Therapists Assist; Optometric Testing Techs; Optometric Technicians; Care Team Specialists; Behavioral Health Associate Therapists; Clinical Nurse & ADHD Coaches; Behavioral Health Triage & Crisis Associate Therapists; Behavioral Health Triage & Crisis Specialists; Behavioral Health – Unit Clerks; Medical Imaging Data Associates; Clinical Assistants – Purchasing; Patient Care Technicians; Care Team Specialists – In Basket; Care Team Specialists – In Basket – Per Diem; Care Team Specialists Per Diem; Clinic Assistants; Care Team Specialist - Vaccine Team Leads; Care Team Specialists – Per Diem; Care Team Specialist Clinic Coordinators; Care Team Specialists – Virtual; Care Team Specialists Urgent Ca; Care Team Specialists Urgent Ca – Per Diem; Pharmacy Techs – Non Cert.; Pharmacy Techs – Cert.; and Optometric Dispensary Techs; excluding all facilities staff, receptionists, social workers, guards, and supervisors as defined in the Act.

RIGHT TO REQUEST REVIEW

Pursuant to Section 102.67 of the Board’s Rules and Regulations, a request for review may be filed with the Board at any time following the issuance of this Decision until 10 business days after a final disposition of the proceeding by the Regional Director. Accordingly, a party is not precluded from filing a request for review of this decision after the election on the grounds

that it did not file a request for review of this Decision prior to the election. The request for review must conform to the requirements of Section 102.67 of the Board's Rules and Regulations.

A request for review may be E-Filed through the Agency's website but may not be filed by facsimile. To E-File the request for review, go to www.nlr.gov, select E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. If not E-Filed, the Request for Review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001, and must be accompanied by a statement explaining the circumstances concerning not having access to the Agency's E-Filing system or why filing electronically would impose an undue burden. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review.

REQUESTS TO BLOCK

On April 10 and April 21, 2025, the Petitioner submitted requests to block further processing of the petition based on charges filed in Cases 18-CA-358563 and 18-CA-364230, which allege unlawful conduct affecting employees covered by this petition. Pursuant to §103.20 of Board's Rules and Regulations, the Petitioner provided sufficient offers of proof which describe evidence that, if proven, would interfere with employee free choice in the election. Accordingly,

IT IS ORDERED that the Petitioner's requests to block have been granted, and the petition will be held in abeyance pending the disposition of the unfair labor practice charges in Cases 18-CA-358563 and 18-CA-364230.

RIGHT TO REQUEST REVIEW

Pursuant to Section 102.71(b) of the Board's Rules and Regulations, any party may file a request for review of this action by filing a request with the Board in Washington, DC. A copy of the request for review must be filed with the Regional Director and copies served on all the other parties **within 10 business days of service of this Order**. The request for review shall contain a complete statement setting forth facts and reasons upon which the request is based and must conform with the requirements in Sections 102.71(c), 102.67(e), and 102.67(i)(1) of the Board's Rules and Regulations.

Procedures for Filing Request for Review: Pursuant to Section 102.5 of the Board's Rules and Regulations, a request for review must be filed electronically by submitting (E-Filing) it through the Agency's web site (www.nlr.gov), unless the party filing the request for review does not have access to the means for filing electronically or filing electronically would impose an undue burden. A request for review filed by means other than E-Filing must be accompanied by a statement explaining why the filing party does not have access to the means for filing electronically or filing electronically would impose an undue burden. Section 102.5(e) of the Board's Rules does not permit a request for review to be filed by facsimile transmission.

Detailed instructions for using the NLRB's E-Filing system can be found in the E-Filing System User Guide.

If not E-Filed, the Request for Review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review.

A request for review must be received by the Board in Washington, DC, by close of business **(5 p.m. Eastern Time) on May 7, 2025**, unless filed electronically. If filed electronically, it will be considered timely if the transmission of the entire document through the Agency's website is **accomplished by no later than 11:59 p.m. Eastern Time on May 7, 2025**.

Filing a request for review electronically may be accomplished by using the E-Filing system on the Agency's website at www.nlr.gov. Once the website is accessed, select E-File 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 offline or unavailable for some other reason, absent a determination of technical failure of the site, with notice of such posted on the website.

Upon good cause shown, the Board may grant special permission for a longer period within which to file a request for review. A request for extension of time, which must also be filed electronically, should be submitted to the Executive Secretary in Washington, and a copy of such request for extension of time should be submitted to the Regional Director and to each of the other parties to this proceeding. A request for an extension of time must include a statement that a copy has been served on the Regional Director and on each of the other parties to this proceeding in the same manner or a faster manner as that utilized in filing the request with the Board.

Any party may, within 5 business days after the last day on which the request for review must be filed, file with the Board a statement in opposition to the request for review. An opposition must be filed with the Board in Washington, DC, and a copy filed with the Regional Director and copies served on all the other parties. The opposition must comply with the formatting requirements set forth in §102.67(i)(1). Requests for an extension of time within which to file the opposition shall be filed pursuant to §102.2(c) with the Board in Washington, DC, and a certificate of service shall accompany the requests. The Board may grant or deny the request for review without awaiting a statement in opposition. No reply to the opposition may be filed except upon special leave of the Board.

Dated: April 23, 2025.



Jennifer A. Hadsall
Regional Director
National Labor Relations Board
Region 18
Paul D. Wellstone Federal Building
212 Third Avenue South, Suite 200
Minneapolis, MN 55401-2657

Attachment

STIPULATION CONCERNING SECTION 2(12) DESIGNATION OF CLASSIFICATIONS

The Petitioner Union and Employer hereby stipulate and agree to the designations of professional and non-professional status (within the meaning of Section 2(12) of the Act) for the classifications listed below. This stipulation is for the purpose of defining the parties' agreement as to professional/non-professional status only and is not intended to constitute any other stipulation.



Employer



Petitioner Union

Care Mgt Utilization Mgt Nurse RN	Professional
Pharmacist - Informatics and EMR Support	Professional
Pharmacist - Utilization Management and Compliance	Professional
Pharmacy Administrative Systems Technician	Professional
Family Physician	Professional
Nurse Practitioner	Professional
Physician Assistant	Professional
Pediatrician	Professional
Associate Medical Director - Laboratory and Care Management	Professional
Internist	Professional
Urgent Care Nurse Practitioner	Professional
Urgent Care Physician Assistant- Per Diem	Professional
Urgent Care Physician Assistant	Professional
Urgent Care Family Physician	Professional
Urgent Care Family Physician- Per Diem	Professional
Pharmacist - Anticoagulation Team Lead	Professional
Pharmacist - Clinical	Professional
Pharmacist-Reg	Professional
Dermatologist	Professional
Chiropractor	Professional
Diabetes Nurse Educator	Professional
Dietician	Professional
Lactation Consultant	Professional
Asthma Health Educator	Professional
Physical Therapist Assist	Nonprofessional
Physical Therapist	Professional
Occupational Therapist	Professional

Therapy Technician	Professional
Physical Therapist/BusAnalyst	Professional
Optometric Testing Tech	Nonprofessional
Optometric Technician	Nonprofessional
Optometrist	Professional
Behavioral Health - Advanced Prac Nurse Presc	Professional
Care Team Specialist	Nonprofessional
Behavioral Health Associate Therapist	Nonprofessional
Clinical Nurse & ADHD Coach	Nonprofessional
Program Coordinator - Behavioral Health Services	Professional
BH Therapist	Professional
Behavioral Health Nurse - RN	Professional
Psychiatrist	Professional
BH Therapist-Psychologist	Professional
Behavioral Health Triage & Crisis Associate Therapist	Nonprofessional
BH Coordinator - Triage & Crisis	Professional
Behavioral Health Triage & Crisis Specialist	Nonprofessional
Behavioral Health Triage & Crisis Team Specialist	Professional
Behavioral Health Triage & Crisis - Team Lead	Professional
Behavioral Health - Unit Clerk	Nonprofessional
Behavioral Health - ASD Program Assistant	Professional
Behavioral Health - ASD Unit Clerk	Professional
Behavioral Health - ASD Program Manager	Professional
Behavioral Health - ASD Senior Therapist	Professional
Developmental Psychologist- Per Diem	Professional
Developmental Psychologist	Professional
Medical Imaging Data Associate	Nonprofessional
Ultrasound Technologist	Professional
CT Technologist Team Leader	Professional
Radiologic Tech Tm Leader	Professional
Radiologic Technologist-Reg	Professional
Radiology Tech Support Spec.	Professional
Ultrasound Technologist- Per Diem	Professional
BMD Quality Control Technologist	Professional
Medical Imaging Data Team Leader	Professional
Mammography Technologist	Professional
Radiologic Technologist-Reg- Per Diem	Professional
CT Technologist	Professional
Mammography Technologist - QC	Professional
Ultrasound Team Leader	Professional
Medical Lab Assistant	Professional

Medical Technologist-Reg	Professional
Medical Lab Technician-Reg	Professional
Med Lab Tech - Purchasing Coordinator	Professional
Medical Lab Assistant-Non Cert	Professional
Medical Lab Technician-Reg- Per Diem	Professional
Medical Lab Assistant-Cert	Professional
Medical Technologist - Microbiology Lead	Professional
Medical Technologist-Reg- Per Diem	Professional
Medical Lab Technician - Lead	Professional
Med Technologist-Lab Info Spec	Professional
Medical Lab Assistant- Per Diem	Professional
Medical Lab Information Specialist	Professional
Clinic Assistant - Purchasing	Nonprofessional
Patient Care Technician	Nonprofessional
Care Team Specialist - In Basket	Nonprofessional
Care Team Specialist Per Diem	Nonprofessional
Clinic Assistant	Nonprofessional
Care Team Specialist - Vaccine Team Lead	Nonprofessional
Care Team Specialist- Per Diem	Nonprofessional
Care Team Specialist Clinic Coordinator	Nonprofessional
Care Team Specialist - Virtual	Nonprofessional
Care Team Specialist - In Basket- Per Diem	Nonprofessional
RN-Virtual	Professional
Radiologic Tech - PCS	Professional
RN-Per Diem	Professional
RN-Resource	Professional
RN-Virtual- Per Diem	Professional
Care Team Specialist Urgent Ca	Nonprofessional
Care Team Specialist Urgent Ca- Per Diem	Nonprofessional
RN-Urgent Care	Professional
RN-NurseConnect	Professional
RN-NurseConnect- Per Diem	Professional
RN Transitional Care Coordinator	Professional
Language Services Bilingual Assistant	Professional
Language Services Member Liaison	Professional
Pharmacy Tech-Non Cert.	Nonprofessional
Pharmacy Tech-Cert.	Nonprofessional
Pharmacist-On Call- Per Diem	Professional
Pharmacy Intern	Professional
Pharmacist-On Call	Professional
Pharmacy Technician Team Leader - Clinical and Retail	Professional

Pharmacy Intern - Post Grad- Per Diem	Professional
Optometric Dispensary Tech	Nonprofessional
Eye Care Center Tm Leader	Professional
Associate Medical Director - Care Management	
	Professional
Associate Medical Director - Laboratory and Care Management	
	Professional
Associate Medical Director - Informatics and Population Health	
	Professional