



United States Government
NATIONAL LABOR RELATIONS BOARD
Washington, D. C. 20570

November 21, 2017

The Honorable Elizabeth Warren
United States Senate
317 Hart Senate Office Building
Washington, DC 20510

Dear Senator Warren:

I write in response to your letter dated November 6, 2017 regarding clarification of my ethics obligations as a member of the National Labor Relations Board (NLRB).

As I testified before the Senate Health, Education, Labor and Pensions Committee, there is no greater honor for a labor lawyer than serving as a member of the NLRB. Having taken the oath of office on September 26, 2017, it is my privilege to serve the Board as a neutral adjudicator, ensuring the public's confidence in the Board and its processes. As a Board member and licensed attorney, I am committed to performing my official duties in an impartial manner, and have and will continue to adhere to the ethical standards set forth for political appointees, federal officials, attorneys, and adjudicators.

Below are the answers to those questions outlined in your letter.

1. Please list all "former clients" including anyone for whom you served as an attorney or consultant "within the 2 years prior to the date" of your appointment to the NLRB pursuant to Executive Order 13770.

Please find attached a list of all my "former clients," as defined in Executive Order 13770 to include any person for whom I served personally as agent, attorney, or consultant within the two years prior to the date of my appointment to the NLRB.

2. Please list all cases in which Littler Mendelson represents or has represented a party (a) before the Board or its General Counsel (including all regional offices) or (b) in any courts in a proceeding in which the Board was also a party.

As I pledged under Executive Order 13770, for two years following my appointment to the NLRB, I will recuse myself in all Board cases in which my "former employer," Littler Mendelson, or my own "former clients," are a party or represent a party. With respect to cases in which Littler Mendelson is or represents a party, I have attached a list of all such cases that are now pending before the Board.

3. Per your commitment during your July 13, 2017 confirmation hearing to recuse yourself from "all cases involving [your] law firm," please provide a list of all current clients of Littler Mendelson.

As a Member of the NLRB and neutral adjudicator, I do not have access to the current client lists of private firms, including my former employer, Littler Mendelson. As such, I am unable to provide the list requested.

4. Please confirm that you will recuse yourself from cases involving each of the companies listed in the attachment to this letter.

As I pledged under Executive Order 13770, for two years following my appointment to the NLRB, I will recuse myself in all Board cases in which my "former employer," Littler Mendelson, or my own "former clients," are a party or represent a party.

If you or any member of your staff have questions or need additional assistance, please do not hesitate to contact Carmen Torres Spell, Director of the Office of Congressional and Public Affairs, at 202-273-1991.

Sincerely,



William J. Emanuel
Board Member

Board Member William Emanuel Recusal List

November 2017

Scope: Former Clients and Former Employers (See list below)

Source: Ethics Pledge

Duration: Two Years from Appointment – **9/26/2017 → 9/26/2019**

- Littler Mendelson P.C.
- Wine and Food Society of Southern California, Inc.
- Accor Business & Leisure North America
- Alliance Data Systems
- Amazon
- AmerisourceBergen
- AmTrust Financial Services, Inc.
- APL Limited
- Arbor Pharmaceuticals, LLC
- Ashley Furniture Industries, Inc.
- Atlas Air, Inc.
- Automatic Labs, Inc.
- Ball Corporation
- Banker's Toolbox
- BDI Insulation
- Bebe Stores, Inc.
- Bio-Reference Laboratories, Inc.
- BMC Stock Holdings, Inc.
- CarMax The Auto Superstore
- Catalina Marketing
- CBRE
- CBS Corporation
- CFM Religion Publishing Group, LLC
- Chariot Transit, Inc.
- Charming Charlie
- Chubb Group Of Insurance Companies, The
- Cipriani USA, Inc.
- CNO Financial Group
- Commercial Aircraft Painting
- Community Bank
- Compass Group Usa
- Consolidated Container Company
- Consolidated Equipment Group
- Crane Co.
- Danbury Hospital
- De Nora Tech, LLC
- DirecTV Group, Inc., The
- Dollar Tree Stores, Inc.
- Duke Energy Indiana, Inc.
- Dynegy Inc.
- Edward Jones & Co.

- EMCOR Group, Inc.
- EMD Millipore
- Encore Capital Group
- Enterprise Products Partners, L.P.
- Eplus, Inc.
- Eureka Restaurant Group, LLC
- FedEx Freight, Inc.
- FGA-First Student, Inc. (Retainer)
- Genesis Healthcare LLC
- Golden Queen Mining Company, LLC
- Golden State Foods
- Guitar Center - Labor
- Gulf Oil Limited Partnership
- Gypsum Management and Supply, Inc.
- Haemonetics Corporation
- Haggen, Inc.
- Haggen, Inc. - Post Bankruptcy
- Haggen, Inc. (Employment Litigation Matters)-Post Bankruptcy
- Handy
- Healthcare Management Services, LLC
- Hearst Corporation
- Home Care Assistance Corporation
- Huntington Memorial Hospital
- Hutch's Hayward Quick Lube
- Hutch's San Lorenzo Car Wash
- Icon Aircraft
- Ikea North America Services, LLC
- Internet Brands
- Irell & Manella LLP
- JPMorgan Chase Bank, N.A.
- K&N Engineering, Inc.
- KDN Management Inc. (Usa)
- L&R Group Of Companies
- La Quinta Car Wash, LP
- Los Angeles Unified School District
- Lucero Organization
- Luxottica Retail
- Luxury Brand Partners
- M&T Bank
- Mapbox, Inc.
- Marriott Vacations Worldwide Corporation
- Mastec, Inc.
- Mclane Company, Inc.
- MCSPI, Inc.
- Meggitt - USA, Inc.
- Miasole Hi-Tech
- Miasole Hi-Tech
- Mission Hospice & Home Care

- Mistras Group
- Mobilitie Management, LLC
- National Captioning Institute, Inc.
- National Freight, Inc.
- Nissan North America, Inc.
- Nortek, Inc.
- Northbay Healthcare System
- Nourison Rug Corporation
- ODS Technologies L.P. D/B/A/ TVG Network
- Orange Coast Title Company
- Ortho-Clinical Diagnostics, Inc.
- OSI Systems, Inc.
- P & R Paper Supply Co., Inc.
- Pacific Steel Casting Company LLC
- Panda Restaurant Group, Inc.
- Pitney Bowes Inc.
- PLS Group, Inc.
- PPG Industries, Inc.
- Praxair, Inc.
- Professional Tree Care Company
- Quality Dining, Inc.
- Raymour & Flanigan Furniture
- Red Lobster
- Regency Pacific Management
- Regis Corporation
- Reign Agency
- Rite Aid Corporation
- Rite Aid Corporation (Labor Matters)
- Ruan Transport Corporation
- Rural Metro Corporation
- Ryan - Nena Community Health Center
- Safeway Inc.
- Salvation Army, The
- San Andreas Regional Center
- Santa Clara University
- SeaCastle Inc.
- Securitas Security Services USA, Inc.
- Securitas Security Services USA, Inc., Pinkerton Government
- Serta Simmons Bedding, LLC
- Sharp Healthcare
- Shriners Hospital For Children
- SolarCity - Orange County
- Sonic Automotive
- Sony Latin America, Inc.
- SSP America
- Staples, Inc.
- Starr Catering Group
- Starside Security & Investigation, Inc.

- Stewart Title of California, Inc.
- Sugarfina
- Sysco Corporation
- Target Corporation
- Time Inc.
- Toshiba America Energy Systems Corporation
- Travelers
- Tripointe Homes
- U.S. Xpress, Inc.
- UBER Technologies, Inc.
- University Of Southern California
- Versa Capital Management
- Vision Express/Wrag-Time
- Vision Express/Wrag-Time
- Vista Cove Senior Living, LLC
- Walter Investment Management Corporation
- Way Service Ltd.
- Wegmans Food Markets, Inc.
- Wells Fargo Bank, N.A.
- Westlake Ace Hardware
- Wilshire West, LLC
- Worldlink, Inc.
- XPO Logistics Freight, Inc.
- XPO Logistics, Inc.
- Yusen Logistics

MEMBER EMANUEL RECUSALS - Cases currently pending before the Board in which Littler is a legal rep 11-16-2017

CASE NUMBER	CASE NAME
07-CA-157722	Adi Worldlink, LLC; Samsung Electronics America, Inc.; et al.
22-CA-125076	Alaris Health at Boulevard East
22-CA-125034	ALARIS HEALTH AT CASTLE HILL
22-CA-125023	ALARIS HEALTH AT HARBORVIEW
22-CA-124968	Alaris Health at Rochelle Park
05-CA-126739	American Eagle Protective Services Corporation and Paragon Systems, Inc., Joint Employers
05-CA-178637	AT&T Mobility, LLC
13-CA-185708	AT&T Services, Inc.
31-CE-129697	Building Trades Council, Kern, Inyo and Mono Counties (Golden Queen Mining Co., Inc.)
21-CA-135683	Con-way Freight Inc.
16-CA-154503	Cornerstone Health Care Group
08-CA-200330	Cristal USA, Inc.
08-CA-200737	Cristal USA, Inc.
19-CA-181845	Dave & Buster's Management Corporation, Inc.
20-CA-176434	Delta Sandblasting Company, Inc.
29-CA-188517	East End Bus Lines, Inc. and Floyd Bus Company, Inc., A Single Employer
07-CA-092212	First Student, Inc., a division of First Group America
09-CA-199943	FUYAO GLASS AMERICA, INC
09-CA-201391	FUYAO GLASS AMERICA, INC
08-CA-181769	GREYHOUND LINES, INC.
01-CA-158125	HANDY TECHNOLOGIES, INC.
34-CA-070823	HealthBridge Management, Care Realty (a/k/a Care One) West River HC
28-CA-166915	IGT d/b/a International Game Technology
01-RC-176909	IGT GLOBAL SOLUTIONS
32-CD-198681	International Brotherhood of Electrical Workers Local 332 (Rudolph and Sletten)
09-RC-207513	JACK CINCINNATI CASINO LLC
09-CA-194057	LEGGETT & PLATT, INC.
09-RD-200329	LEGGETT & PLATT, INC.
04-UC-200537	Lehigh Valley Hospital-Schuylkill
28-CA-023508	Lucky Cab Company
12-CA-153478	MasTec, Inc.
07-CA-150005	Michigan Bell Telephone Company
07-CA-182505	Michigan Bell Telephone Company, AT&T Services, Inc., Joint Employers
16-CA-182528	NATIONAL CAPTIONING INSTITUTE, INC.
10-CA-198732	Nissan North America, Inc.
04-CA-175450	Quality Dining, Inc. and Grayling Corporation (collectively "Quality Dining")
02-CA-136163	Raymour's Furniture Company
16-CA-176006	Securitas Security Services USA
28-CA-022836	Smith's Food & Drug Centers, Inc. d/b/a Fry's Food Stores
32-CA-180523	SOLARCITY CORP.
28-CD-000272	Southwest Regional Council of Carpenters; Carpenters Local 1780 (Image Exhibit Services)
10-CA-200556	TeleTech Healthcare Solutions, Inc.
05-CA-167137	Thesis Painting, Inc.
20-CA-181146	Uber Technologies, Inc.
20-CA-139280	United Site Services of California, Inc.
32-CA-176353	WALNUT CREEK ASSOCIATES 2, INC., D/B/A WALNUT CREEK HONDA
12-CA-200581	XPO Logistics Freight, Inc.
13-CA-197878	XPO Logistics Freight, Inc.
20-CA-147219	YP Advertising & Publishing, LLC