

NLRB Advice Law Memo 7/10/2015  
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**NLRB - Office of General Counsel Advice Memo:**

Republic Services of Mobile and Mobile Transfer Station, Mobile, Alabama  
Case 15-CA-139778- 4/22/2015  
<http://case.lawmemo.com/advicememos/139778.pdf>

The Region submitted this case for advice on whether the Employer violated Section 8(a)(5) by insisting to impasse that the Union waive its right to bargain about future changes to the Employer's health insurance policy. The Office of the General Counsel concluded that the Employer's proposed health insurance clause was a mandatory subject of bargaining. Therefore, insisting to impasse on the proposal was not a per se violation of the Act.

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