



United States Government
NATIONAL LABOR RELATIONS BOARD

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June 27, 2013

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SEIU UNITED SERVICE WORKERS
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ANTONIO RUIZ
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ALEMEDA, CA 94501-1091

Re:	Covenant Aviation Security
	Case 20-UD-104997

Gentlepersons:

On the basis of the investigation in the above matter, it now appears appropriate to conduct a secret mail ballot election to determine whether or not certain of the employees of Covenant Aviation Security (Employer) wish to withdraw the authority of SEIU United Service Workers West (Union) to require, under its agreement with their Employer, that employees make certain lawful payments to the Union in order to retain their jobs.

Accordingly, pursuant to Section 9(e)(1) of the National Labor Relations Act, as amended, and Section 102.85 of the Board's Rules and Regulations, an election by secret mail ballot will be conducted on **July 18, 2013**, as will be set forth in the Notice of Election.

Shortly before the election we will be mailing the Employer Notices of Election. These Notices must be posted in conspicuous places throughout the facility, easily accessible to the employees involved. I direct your attention to Section 103.20 of the Board's Rules and Regulations, which provides that the Employer must post the Board's official Notice of Election at least three (3) full working days, excluding Saturdays, Sundays and holidays, before the date of the election, and that its failure to do so may provide grounds for setting aside the election whenever proper and timely objections are filed.

In order to ensure that all eligible voters may have the opportunity to be informed of the issues in the exercise of their statutory right to vote, all parties to the election should have access to a list of voters and their addresses that may be used to communicate with them.

Excelsior Underwear Inc., 156 NLRB 1236 (1966); *NLRB v. Wyman-Gordon Co.*, 394 U.S. 759 (1969). Accordingly, I hereby direct the Employer to file with the undersigned within seven days of the date of this Direction of Election an election-eligibility list containing the full names and addresses of all the eligible voters. *North Macon Health Care Facility*, 315 NLRB 359, 361 (1994). The list must be of sufficiently large type to be clearly legible. I shall, in turn, make the list available to all parties to the election.

In order to be timely filed, such list must be received in the Regional Office, on or before **July 5, 2013**. No extension of time to file this list may be granted except in extraordinary circumstances. Failure to comply with this requirement shall be grounds for setting aside the election whenever proper objections are filed. The list may be submitted by facsimile transmission. To speed preliminary checking and the voting process itself, the names should be alphabetized (overall, or by department, etc.).

If there are any questions, please feel free to contact Field Examiner SAMUEL HOFFMANN at telephone number (415) 356-5167 or by email at samuel.hoffmann@nlrb.gov. Thank you for your cooperation.

Very truly yours,

/s/ J.F. Frankl

Joseph F. Frankl
Regional Director