

Los Angeles, CA

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

PARAGON SYSTEMS, INC.

Employer

and

MANUEL GARCIA

Petitioner

Case 21-UD-070439

and

INTERNATIONAL UNION, SECURITY, POLICE AND  
FIRE PROFESSIONALS OF AMERICA (SPFPA)

Union

**DECISION AND CERTIFICATION OF RESULTS OF ELECTION**

The National Labor Relations Board has considered objections in a mail ballot election that commenced on January 19, 2012, and ended on February 1, 2012, and the Regional Director's report recommending disposition of them. The election was conducted pursuant to a Stipulated UD Election Agreement. The tally of ballots shows 142 eligible voters, 62 cast in favor of withdrawing the authority of the bargaining representative to require, under its agreement with the Employer, that employees make certain lawful payments to the Union in order to retain their jobs, with 24 cast against the proposition, and 2 void ballots and 2 challenged ballots, an insufficient number to affect the results

No exceptions have been filed to the Regional Director's report within the time provided. Accordingly, the Board adopts the Regional Director's findings and recommendations, and finds that a certification of results of election should be issued.

**CERTIFICATION OF RESULTS OF ELECTION**

**IT IS CERTIFIED** that a majority of the employees eligible to vote have not voted to withdraw the authority of International Union, Security, Police and Fire Professionals of America (SPFPA), to require, under its agreement with the Employer, that employees make certain payments to the Union in order to retain their jobs, in conformity with Section 8(a)(3) of the Act, as amended.

Dated, Washington, D.C., March 29, 2012.

By direction of the Board:

Henry S. Breiteneicher

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Associate Executive Secretary