

Washington, DC

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

FIRST COAST SECURITY SOLUTIONS, INC.

Employer

and

ADRIAN PETRUS

Petitioner

05-UD-122320

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 to a secret-ballot election held March 20, 2014, and the Regional Director's report recommending disposition of them. The election was conducted pursuant to a Stipulated Election Agreement. The tally of ballots shows that of 12 eligible votes, 8 ballots were 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 0 ballots cast against the proposition, and 0 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.¹

¹ The Union alleges in Objection 1 that the Employer engaged unfair labor practices that potentially affected the outcome of the election; in Objection 2, that the Employer refused to enforce provisions of the collective-bargaining agreement; in Objection 3, that the Employer has

CERTIFICATION OF RESULTS OF ELECTION

IT IS CERTIFIED that a majority of the employees eligible to vote have 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., February 13, 2015.

By direction of the Board:

/s/Farah Z. Qureshi

Associate Executive Secretary

failed to bargain with the Union in good faith; and, in Objection 4, that the Employer acted in other manners that destroyed the conditions necessary for a fair election. In Objection 5, the Union contends that the election should have been blocked due to a pending unfair labor practice charge; and, in Objection 6, that any decision not to block the election should have been communicated timely to the Union. The Regional Director recommended that the Union's objections be overruled in their entirety.