

San Juan, Ponce, Ceiba, and Fajardo, PR

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

THE COGAR GROUP, LTD.

Employer

and

EDWRD FRANCO

Case 12-UD-149017

Petitioner

GOVERNMENT SECURITY GUARDS
ASSOCIATION

Union

DECISION AND CERTIFICATION OF RESULTS OF ELECTION

The National Labor Relations Board has considered an objection to a mail ballot election held between April 27, 2015 and May 11, 2015, and the Regional Director's report recommending disposition of it. The election was conducted pursuant to a Stipulated Election Agreement. The revised tally of ballots shows that of 46 eligible voters, 29 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 4 ballots cast against the proposition, and 1 undetermined challenged ballot, 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 voted to withdraw the authority of Government Security Guards Association, to require, under its agreement with the Employer, that the 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., August 3, 2015.

By direction of the Board:

/s/Farah Z. Qureshi

Associate Executive Secretary