



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 24
525 F D ROOSEVELT AVE STE 1002
SAN JUAN, PR 00918-1002

Agency Website: www.nlr.gov
Telephone: (787)766-5347 or
5427 - Fax: (787)766-5478

May 13, 2020

Howard Pravda, Esq.
Goldman Antonetti & Córdova
P.O. Box 70364
San Juan, P.R. 00936-8364
hpravda@gaclaw.com

Edwin Román-Rivera, Petitioner
Barrio Hato Tejas
Calle Pájaros #123 A
Bayamón, P.R. 00959
edsaliz99@gmail.com

Iram Ramírez, Executive Director
Unión de Profesionales De La Seguridad Privada
y Transporte de Valores
P.O. Box 29146
San Juan, P.R. 00929-0146
upsptv@gmail.com

Re: Ranger American Armored Services, Inc.
Case 12-UD-258654

Dear Mr. Pravda, Román-Rivera, and Ramírez:

Direction of Election: On the basis of the Region's investigation of the petition in this case, I have decided to conduct an election by secret ballot pursuant to Section 9(e)(1) of the National Labor Relations Act and Section 102.85 of the Board's Rules and Regulations. This election will determine whether or not certain of the employees of Ranger American Armored Services, Inc. wish to withdraw the authority of Unión de Profesionales de la Seguridad Privada y el Transporte de Valores (the Union), to require, under its agreement with Ranger American Armored Services, Inc. (the Employer), that employees make certain lawful payments to the Union in order to retain their jobs.

Notice of Election: The secret ballot election will be conducted by mail as described in the enclosed Notice of Election. The ballots and notices of election will be in Spanish. Additional copies of the Notice of Election are enclosed for the Employer for posting in conspicuous places throughout the facility. Section 103.20 of the Board's Rules and Regulations provides that the Employer must post the Board's official Notice of Election at least three (3) full working days prior to 12:01 a.m. of the date of the election, excluding Saturdays, Sundays and holidays and that its failure to do so shall be grounds for setting aside the election whenever proper and timely

objections are filed. **Therefore, the enclosed notices must be posted prior to 12:01 a.m. on May 22, 2020.** To avoid possible issues about the adequacy of the posting, **the enclosed notices should be posted immediately upon receipt.** Please be advised that in a mail ballot election, the election begins when the mail ballots are deposited by the Region in the mail.

Voter List:

As required by Section 102.67(l) of the Board's Rules and Regulations, the Employer must provide the Regional Director and parties named in this decision a list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available home and personal cell telephone numbers) of all eligible voters.

To be timely filed and served, the list must be *received* by the regional director and the parties by **May 15, 2020**. The list must be accompanied by a certificate of service showing service on all parties. **The region will no longer serve the voter list.**

Unless the Employer certifies that it does not possess the capacity to produce the list in the required form, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. Because the list will be used during the election, the font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the list is provided on the NLRB website at www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

When feasible, the list shall be filed electronically with the Region and served electronically on the other parties named in this decision. The list may be electronically filed with the Region by using the E-filing system on the Agency's website at www.nlr.gov. Once the website is accessed, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions.

Failure to comply with the above requirements will be grounds for setting aside the election whenever proper and timely objections are filed. However, the Employer may not object to the failure to file or serve the list within the specified time or in the proper format if it is responsible for the failure.

No party shall use the voter list for purposes other than the representation proceeding, Board proceedings arising from it, and related matters.

Although not a requirement, it is requested that the Employer mail two sets of mailing labels with the exact name and mailing address of each of the eligible voters to: National Labor Relations Board, Subregion 24, 525 F.D. Roosevelt Avenue, Torre de Plaza, Suite 1002, San Juan, P.R, 00918 on or before May 15, 2020.

May 13, 2020

Pre-election Conference: A pre-election teleconference for all parties will be held at 10:00 a.m. on May 26, 2020. The assigned Board agent will initiate the conference call.

Election Observers: Each party may have one observer for each voting session. The observers may be present at the polling place during the balloting and to assist the Board agent in counting the ballots after the polls have been closed. **Please complete the enclosed Observer Designation form and return it to this office as soon as possible.**

Agent to Contact: If you have any questions, please contact Cliff Ramos-Ortiz at (787) 766-5427 or cliff.ramos@nlrb.gov. Your cooperation will be appreciated.

Very truly yours,



David Cohen,
Regional Director

Enclosures: Notices of Election
Observer Designation Form

cc: Raymond Delgado, Operations Manager
Ranger American Armored Services, Inc.
P.O. Box 29105, San Juan, PR 00929-0105

DESIGNATION OF OBSERVER(S)

Re: Ranger American Armored Services, Inc.
Case 12-UD-258654

Ranger American Armored Services, Inc. hereby designates the individual listed below to act as its observer during the election in the above case.

Observer's Name	Observer's Job Title
1.	

I certify that each of the above-named individuals is an employee of the Employer and is not a supervisor within the meaning of Section 2(11) of the Act.

(Name of Party)

By: _____

(Signature)

(Representative Name: Print or Type)

(Representative Title)

(Date)

Note: Board law prohibits any statutory supervisor from serving as an election observer. Section 2(11) of the National Labor Relations Act states: "The term 'supervisor' means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment."

DESIGNATION OF OBSERVER(S)

Re: Ranger American Armored Services, Inc.
Case 12-UD-258654

Edwin Roman Rivera hereby designates the individual listed below to act as its observer during the election in the above case.

Observer's Name	Observer's Job Title
1.	

I certify that each of the above-named individuals is an employee of the Employer and is not a supervisor within the meaning of Section 2(11) of the Act.

Edwin Roman Rivera

(Name of Party)

By:

(Signature)

(Representative Name: Print or Type)

(Representative Title)

(Date)

Note: Board law prohibits any statutory supervisor from serving as an election observer. Section 2(11) of the National Labor Relations Act states: "The term 'supervisor' means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment."

DESIGNATION OF OBSERVER(S)

Re: Ranger American Armored Services, Inc.
Case 12-UD-258654

Unión de Profesionales de la Seguridad Privada y Transporte de Valores hereby designates the individual listed below to act as its observer during the election in the above case.

Observer's Name	Observer's Job Title
1.	

I certify that each of the above-named individuals is an employee of the Employer and is not a supervisor within the meaning of Section 2(11) of the Act.

Unión de Profesionales de la Seguridad Privada y Transporte de
Valores

(Name of Party)

By:

(Signature)

(Representative Name: Print or Type)

(Representative Title)

(Date)

Note: Board law prohibits any statutory supervisor from serving as an election observer. Section 2(11) of the National Labor Relations Act states: "The term 'supervisor' means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment."