

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
DIVISION OF ADMINISTRATIVE LAW JUDGES**

XCEL PROTECTIVE SERVICES, INC.

and

**INTERNATIONAL UNION, SECURITY,
POLICE, AND FIRE PROFESSIONALS
OF AMERICA, LOCAL 5**

**Cases 19-CA-232786
19-CA-233141
19-CA-234438
19-CA-237861
19-CA-241689**

**CHARGING PARTY INTERNATIONAL UNION,
SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 5'S
ANSWERING BRIEF TO RESPONDENT'S EXCEPTIONS
TO THE ADMINISTRATIVE LAW JUDGE'S DECISION**

February 2, 2021

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Charging Party International Union, Security, Police and Fire Professionals of America (SPFPA) concurs with the Acting General Counsel's Answering Brief to Respondent's Exceptions to the Administrative Law Judge's Decision.

For the reasons stated in the Acting General Counsel's Answering Brief, SPFPA respectfully requests that the Board deny Respondent's Exceptions.

February 2, 2021

Respectfully submitted,

/s/ Matthew Clark

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CERTIFICATE OF SERVICE

I certify that a copy of the Charging Party, International Union, Security, Police and Fire Professionals of America (SPFPA), Local 5's Answering Brief to Respondent's Exceptions to the Administrative Law Judge's Decision was electronically served on February 2, 2021, upon the following parties:

E-File:

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