



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

PURPOSE OF ELECTION: This election is to determine whether employees desire to continue in effect the union-security agreement included within the provisions of the present collective bargaining contract. Under such an agreement, the employer and the union may require that employees make certain lawful payments to the union in order to retain their jobs. Only one valid representation election may be held in a 12-month period. **NOTE: A majority of employees eligible to vote will determine the result of this election rather than a majority of those voting, which is the rule in elections involving choice of a bargaining representative.**

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage. A sample of the official ballot is shown on the next page of this Notice.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge *must* be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 3:00 p.m. on Tuesday, February 23, 2016, ballots will be mailed to voters from the National Labor Relations Board, Region 05 Resident Office, 1015 Half Street SE, WASHINGTON, DC 20570-0001. Voters must sign the outside of the envelope in which the ballot is returned. **Any ballot received in an envelope that is not signed will be automatically void.**

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Tuesday, March 1, 2016, should communicate immediately with the National Labor Relations Board by either calling the Region 05 Resident Office at (202)208-3000 or our national toll-free line at 1-866-667-NLRB (1-866-667-6572).

All ballots will be commingled and counted at the Region 05 Resident Office on Tuesday, March 15, 2016 at 3:15 p.m. In order to be valid and counted, the returned ballots must be received in the Region 05 Resident Office prior to the counting of the ballots.



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05-UD-168557

N.L.R.B./202-208-3000

05-UD-168557

VOTING UNIT – For Certain Employees of – Paragon Systems, Inc.

EMPLOYEES ELIGIBLE TO VOTE: All armed and unarmed Protective Security Officers (PSO) employed by Paragon Systems performing guard duties as defined by Section 9(b)(3) of the National Labor Relations Act, assigned to Federal facilities at 200 C Street SW, Washington, DC, under the Employer's contract No. HSHQEC-16-J-0040 during the payroll period ending January 28, 2016.

EMPLOYEES NOT ELIGIBLE TO VOTE: Office clerical employees, managerial personnel, supervisors as defined by the National Labor Relations Act, and all other personnel.

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	<p>UNITED STATES OF AMERICA National Labor Relations Board 05-UD-168557</p> <p>OFFICIAL SECRET BALLOT For certain employees of PARAGON SYSTEMS, INC.</p>	
<p>Do you wish to withdraw the authority of NATIONAL LEAGUE OF JUSTICE AND SECURITY PROFESSIONALS (NLJSP) to require, under its agreement with the employer, that employees make certain lawful payments to the union in order to retain their jobs?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <input type="checkbox"/>	<p>NO</p> <input type="checkbox"/>	
<p>DO NOT SIGN THIS BALLOT. See enclosed instructions.</p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p>		

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



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UNDER THE NATIONAL LABOR RELATIONS ACT employees have the right:

- To self organization
 - To form, join, or assist labor organizations
 - To bargain collectively through representatives of their own choosing
 - To act together for the purpose of collective bargaining or other mutual aid or protection
- To refuse to do any or all of these things unless the union and employer, in a State where such agreements are permitted, enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (202)208-3000 or visit the NLRB website www.nlr.gov for assistance.