

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

**GOLDEN SVCS, LLC.¹
Employer**

and

Case 05-RD-380552

AN INDIVIDUAL

Petitioner

and

**INTERNATIONAL UNION, SECURITY, POLICE
AND FIRE PROFESSIONALS OF AMERICA
(SPFPA)**

Intervenor

UNITED NOAA SECURITY OFFICERS UNION (UNSOU)

Intervenor

FRATERNITY OF AMERICAN PROTECTIVE OFFICERS (FAPO)

Intervenor

**DECISION AND ORDER DISMISSING PETITION AND
WITHDRAWING NOTICE OF REPRESENTATION HEARING**

On February 5, 2026, the Petitioner filed the petition in this case seeking an election to decertify International Union, Security, Police, and Fire Professionals of America (SPFPA) (Intervenor SPFPA) as the certified collective-bargaining representative of all full-time, regular part-time, and on call, armed protective security officers (PSOs) employed by Golden SVCS, LLC., (“Golden”) and performing security services at the National Oceanic and Atmosphere Administration facility currently located at 5830 University Research Court, College Park, Maryland (“the NOAA facility”). An administrative investigation of the instant petition has revealed that the contractor currently providing security services at the NOAA facility is North American Security, Inc (the Employer). Employees employed by North American Security, Inc. at the NOAA facility are represented by Intervenor SPFPA, and North American Security, Inc., and Intervenor SPFPA are parties to a collective-bargaining agreement effective by its terms

¹ The case caption has been changed to reflect the Employer’s correct name.

from April 4, 2023, to April 3, 2026. Golden is scheduled to assume operations as the contractor providing security services at the NOAA facility on March 1, 2026. While Golden has engaged with employees of the Employer at the NOAA facility regarding future employment, Golden does not currently employ employees in the petitioned-for unit.

A petition is premature, and therefore raises no question concerning representation, when the future scope and composition of the unit is in substantial doubt. The petition will not be held in abeyance pending the hiring of a representative and substantial employee complement. *K-P Hydraulics Co.*, 219 NLRB 138 (1975); *Trailmobile, Division of Pullman, Inc.*, 221 NLRB 954 (1975).

The aforementioned facts suggest Golden is not yet the employer of the petitioned-for unit employees, nor has Golden agreed to hire a substantial and representative complement for when it assumes operations at the NOAA facility. Accordingly, on February 13, 2026, I issued a Notice to Show Cause, directing the parties to explain why I should not dismiss the instant petition as not presenting a question concerning representation, in accordance with Board law. The deadline for a response to the Notice to Show Cause was February 20, 2026, at 12:00 noon. To date, I have received no response to the Notice to Show Cause.

Accordingly, it is hereby

ORDERED that the petition in this matter is dismissed, and the Notice of Representation Hearing previously issued in this matter is withdrawn.

Right to Request Review

Pursuant to Section 102.67(c) of the Board's Rules and Regulations, you may obtain a review of this action by filing a request with the Executive Secretary of the National Labor Relations Board. The request for review must conform to the requirements of Section 102.67(d) and (e) of the Board's Rules and Regulations and must be filed by March 10, 2026.

A request for review may be E-Filed through the Agency's website but may not be filed by facsimile. To E-File the request for review, go to www.nlr.gov, select E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. If not E-Filed, the request for review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, DC 20570-0001. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review.

Dated: February 24, 2026

/s/ Sean R. Marshall

Sean R. Marshall, Regional Director
National Labor Relations Board, Region 5
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