

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 05**

HBC MANAGEMENT SERVICES, INC.

Employer

and

**GOVERNED UNITED SECURITY
PROFESSIONALS**

Case 05-RC-382491

Petitioner

and

UNION RIGHTS FOR SECURITY OFFICERS

Intervenor

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

On March 9, 2026, Governed United Security Professionals (Petitioner) filed the instant petition seeking to represent all armed and unarmed officers and sergeants (the Unit) employed by HBC Management Services, Inc. (Employer) at the Social Security Administration’s National Support Center facility, currently located at 8999 Bennett Creek Boulevard, Urbana, Maryland (the Urbana facility). The Unit is currently represented by Union Rights for Security Officers (Intervenor).

An administrative investigation of the instant petition and a related unfair labor practice charge filed by the Intervenor against the Employer revealed that the Employer took over as a successor employer at the Urbana facility at some point in July 2025. The Employer did not expressly adopt the existing terms and conditions of employment for the Unit employees when it did so, instead making some changes to employees’ terms and conditions of employment. The evidence also revealed that the Intervenor and the Employer initiated collective bargaining on or about September 5, 2025, and that the Intervenor and Employer have continued bargaining in earnest since that date.

The Board has long held that after a successor employer recognizes an incumbent union, any petition will be barred for a “reasonable period of time.” *St. Elizabeth Manor, Inc.*, 329 NLRB 341, 344–346 (1999). The reasonable period will be fixed at six months from the parties’ initial bargaining session only if “the successor employer has *expressly adopted existing terms and conditions of employment* as the starting point for bargaining, without making unilateral changes.” *UGL-UNICCO Service Co.*, 357 NLRB 801, 809 (2011) (emphasis added). If the successor employer does not expressly adopt the existing terms and conditions of employment, and rather establishes initial terms of its own, the reasonable period will fall somewhere between six months to 1 year from the initial bargaining session, and the Board considers several factors in making that determination: 1) whether the parties are bargaining for an initial agreement, 2) the complexity of the issues being negotiated and the parties’ bargaining procedures, 3) the total

amount of time elapsed since the commencement of bargaining and the number of bargaining sessions, 4) the amount of progress made in negotiations and how near the parties are to agreement, 5) and the presence or absence of a bargaining impasse. *UGL-UNICCO Service Co.*, 357 NLRB at 809-10.

Here, the instant petition was filed almost six months to the day that the Intervenor initiated bargaining with the Employer. There is evidence the Employer did not expressly adopt the existing terms and conditions of employment for the Unit when it took over as a successor, and that it also implemented changes to the terms and conditions of employment of the Unit employees. Based on the foregoing, on March 16, 2026, I issued a Notice to Show Cause as to why I should not dismiss the instant petition as barred in accordance with the Board's successor-bar doctrine. The deadline for a response to the Notice to Show Cause was March 20, 2026 at 12:00 noon. To date, no party has filed a 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 April 8, 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: March 25, 2026

SEAL

/s/ Sean R. Marshall

Sean R. Marshall, Regional Director
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