

Report Title

Election Report for Cases Closed

Region(s)

(Report Defaults)

Election Held Date

Between (Report Defaults) and (Report Defaults)

Closed Date

Between 2/1/2018 and 2/28/2018

Case Type

(Report Defaults)

Case Name

(All Choices)

Labor Org 1 Name

(All Choices)

State

(Report Defaults)

City

(Report Defaults)

Election Report for Cases Closed**NLRB Elections - Summary**

Time run: 3/15/2018 8:29:21 AM

Case Type	No. of Elections	Percent Won by Union	Total Employees Eligible to Vote	Total Valid Votes for	Total Valid Votes Against
Total Elections	81	60.0%	4,798	2,083	1,550
RC	70	64.0%	3,979	1,705	1,214
RD	11	36.0%	819	378	336

NLRB Elections with 1 Labor Organization

Time run: 3/15/2018 8:29:21 AM

Region	Case Number	Case Name	Case Type	City	State	Election Held Date	Number of Eligible Voters	Valid Votes Against	Votes for Labor Org 1	Labor Org 1 Name	Stipulated / Consent / Directed	Certification of Representative Date (Win)	Certification of Results Date (Loss)	Case Closed Date	Closed Reason
01, 34	01-RC-212044	National Express Transit Corp.	RC	Hyde Park	MA	2/8/2018	8	2	6	INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL No. 25	Directed	WON		2/16/2018	Certific. of Representative
02	02-RC-191753	Bronx Lobster Place, LLC	RC	Bronx	NY	2/15/2018	29	22	3	International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 15	Stipulated		LOSS	2/23/2018	Certification of Results
02	02-RC-212029	Home Box Office, Inc.	RC	New York	NY	1/26/2018	57	0	24	Communications Workers of America, AFL-CIO	Stipulated	WON		2/21/2018	Certific. of Representative
02	02-RC-212033	CBS Studios Inc. and Eye Productions Inc.	RC	New York	NY	1/26/2018	263	0	107	Communications Workers of America, AFL-CIO	Stipulated	WON		2/21/2018	Certific. of Representative
02	02-RC-212041	San Vicente Productions, Inc. and Columbia Pictures Industries, Inc.	RC	New York	NY	1/26/2018	123	0	48	Communications Workers of America, AFL-CIO	Stipulated	WON		2/21/2018	Certific. of Representative
02	02-RC-212049	Touchstone Television Productions LLC, d/b/a ABC Studios	RC	New York	NY	1/26/2018	123	0	55	Communications Workers of America, AFL-CIO	Stipulated	WON		2/21/2018	Certific. of Representative
02	02-RC-212244	Universal Television LLC	RC	New York	NY	1/26/2018	164	0	87	Communications Workers of America, AFL-CIO	Stipulated	WON		2/21/2018	Certific. of Representative
02	02-RC-212650	Universal Cable Productions LLC	RC	New York	NY	1/26/2018	112	0	44	Communications Workers of America, AFL-CIO	Stipulated	WON		2/21/2018	Certific. of Representative
02	02-RC-213029	Rosalyn Yalow Charter School	RC	New York	NY	2/7/2018	43	20	18	United Federation of Teachers, Local 2, AFT, AFL-CIO	Stipulated		LOSS	2/15/2018	Certification of Results
03	03-RC-194250	Penske Logistics, LLC	RC	Oswego	NY	2/7/2018	63	37	20	INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 317	Stipulated		LOSS	2/15/2018	Certification of Results
03	03-RC-211673	Vermont Symphony Orchestra, Inc.	RC	Burlington	VT	1/8/2018	123	10	59	Boston Musicians' Association, Local 9-535, Affiliated with American Federation of Musicians	Stipulated	WON		2/2/2018	Certific. of Representative
03	03-RC-211747	System Freight, Inc.	RC	Batavia	NY	1/11/2018	24	10	11	International Brotherhood of Teamsters Local 118	Stipulated	WON		2/8/2018	Certific. of Representative
03	03-RC-211827	Mr. Bult's, Inc.	RC	East Syracuse	NY	1/12/2018	127	75	12	International Brotherhood of Teamsters Local 118	Stipulated		LOSS	2/7/2018	Certification of Results
04	04-RC-211792	South Jersey Bakery, LLC	RC	Deptford	NJ	1/19/2018	12	3	9	Teamsters Local 929	Directed	WON		2/16/2018	Certific. of Representative
05	05-RC-210214	Lambda Legal Defense and Education Fund	RC	Washington	DC	12/6/2017	74	8	44	Washington-Baltimore Newspaper Guild, Local 32035	Stipulated	WON		2/2/2018	Certific. of Representative

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05	05-RC-212330	Maurice Electrical Supply Company	RC	Hyattsville	MD	1/25/2018	71	48	21	International Brotherhood of Electrical Workers Local Union 26	Stipulated		LOSS	2/2/2018	Certification of Results
05	05-RC-212372	Bering Sea Environmental, LLC	RC	Virginia Beach	VA	1/29/2018	14	2	9	INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL, SALARIED, MACHINE AND FURNITURE WORKERS - CWA AFL-CIO	Stipulated	WON		2/6/2018	Certific. of Representative
05	05-RC-212374	JanTec, Inc.	RC	Virginia Beach	VA	1/26/2018	2	0	2	International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers-CWA AFL-CIO	Stipulated	WON		2/5/2018	Certific. of Representative
05	05-RC-212491	AECOM d/b/a URS Federal Services, Inc.	RC	Virginia Beach	VA	1/29/2018	25	3	17	INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL, SALARIED, MACHINE AND FURNITURE WORKERS - CWA AFL-CIO	Stipulated	WON		2/6/2018	Certific. of Representative
05	05-RC-213101	Berlin Nursing & Rehabilitation Center	RC	Berlin	MD	2/8/2018	76	17	40	United Food & Commercial Workers Union, Local 27	Stipulated	WON		2/15/2018	Certific. of Representative
05	05-RC-213804	Harkins Ready Mix, Inc.	RC	Pittsville	MD	2/16/2018	16	14	2	Truck Drivers, Helpers, Taxicab Drivers, Garage Employees and Airport Employees Local Union No. 355	Stipulated		LOSS	2/27/2018	Certification of Results
06	06-RC-212739	Alecto Healthcare Services Fairmont LLC d/b/a Fairmont Regional Medical Center	RC	Fairmont	WV	2/1/2018	7	2	4	Retail, Wholesale and Department Store Union, Local 550 a/w United Food and Commercial Workers Inte	Stipulated	WON		2/9/2018	Certific. of Representative
06	06-RC-213089	KeySource Educational Staffing	RC	East Brady	PA	2/7/2018	34	11	15	Kiski Area Education Support Professionals No. 2/PSEA, NEA	Stipulated	WON		2/15/2018	Certific. of Representative
07	07-RC-212677	Michigan's Adventure Park LLC	RC	Muskegon	MI	2/5/2018	24	14	8	District Lodge 60, International Association of Machinists and Aerospace Workers (IAMAW), AFL-CIO	Stipulated		LOSS	2/13/2018	Certification of Results
07	07-RC-212736	Hirst Electric Co.	RC	Jackson	MI	2/1/2018	14	11	2	Local 252, International Brotherhood of Electrical Workers (IBEW), AFL-CIO	Stipulated		LOSS	2/13/2018	Certification of Results
07	07-RC-213001	Whitehall of Ann Arbor Healthcare, LLC	RC	Ann Arbor	MI	2/7/2018	14	0	5	SEIU Healthcare Michigan	Directed	WON		2/15/2018	Certific. of Representative
07	07-RC-213076	GFL Environmental Recycling Services	RC	Royal Oak	MI	2/9/2018	34	18	14	Local 247, International Brotherhood of Teamsters (IBT)	Stipulated		LOSS	2/21/2018	Certification of Results
09	09-RC-212603	DIRECTSAT USA, LLC	RC	Charleston	WV	2/1/2018	46	27	17	International Brotherhood of Electrical Workers, Local Union 466	Stipulated		LOSS	2/9/2018	Certification of Results
09	09-RC-212733	PARAGON SYSTEMS, INC.	RC	Charleston	WV	1/29/2018	43	0	31	The Protection & Response Officers of America, Inc.	Stipulated	WON		2/21/2018	Certific. of Representative
10, 11, 26NAS	10-RC-212010	Bon Appetit Management Co.	RC	Atlanta	GA	2/2/2018	233	132	52	Southern Region, Workers United, SEIU	Stipulated		LOSS	2/12/2018	Certification of Results
13	13-RC-207322	Euro USA, Inc. d/b/a Euro USA Midwest	RC	Chicago	IL	2/15/2018	16	6	9	Teamsters Local Union 703	Stipulated	WON		2/26/2018	Certific. of Representative
13	13-RC-212815	Kemps LLC d/b/a Kemps Dairy	RC	Lyons	IL	2/2/2018	9	4	3	International Brotherhood of Teamsters Local Union No. 703	Stipulated		LOSS	2/12/2018	Certification of Results
13	13-RC-213064	Kronos Products, Inc.	RC	Glendale Heights	IL	2/7/2018	155	102	36	LOCAL LODGE 701, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO	Directed		LOSS	2/15/2018	Certification of Results
13	13-RC-213562	First Student, Inc.	RC	Chicago	IL	2/9/2018	5	0	5	Local Lodge 701, International Association of Machinists & Aerospace Workers, AFL-CIO	Stipulated	WON		2/20/2018	Certific. of Representative
15, 26	15-RC-209221	Lockheed Martin Rotary and Mission Systems	RC	Eglin	FL	11/22/2017	18	2	15	Emerald Coast Lightning Instructor Pilots Squadron at Eglin (ECLIPSE) Association	Stipulated	WON		2/7/2018	Certific. of Representative

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15, 26	15-RC-213582	Centerra Group, LLC	RC	New Orleans	LA	2/9/2018	24	1	8	INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)	Directed	WON		2/22/2018	Certific. of Representative
16	16-RC-211901	CITIZENS TELECOM SERVICES COMPANY, L.L.C an affiliate of FRONTIER COMMUNICATIONS CORPORATIONS	RC	Allen	TX	2/1/2018	161	39	73	COMMUNICATIONS WORKERS OF AMERICA	Stipulated	WON		2/9/2018	Certific. of Representative
14, 17	14-RC-213391	Appearance Group, Inc.	RC	Wichita	KS	2/17/2018	11	7	3	International Association of Machinists and Aerospace Workers, AFL-CIO	Stipulated		LOSS	2/27/2018	Certification of Results
14, 17	14-RC-213491	Transdev On Demand	RC	Kansas City	MO	2/15/2018	106	63	26	Amalgamated Transit Union Local 1287	Stipulated		LOSS	2/27/2018	Certification of Results
18, 30	18-RC-212369	FRANK'S MECHANICAL INSULATION, INC.	RC	Bemidji	MN	1/25/2018	6	4	1	INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ALLIED WORKERS LOCAL #49	Stipulated		LOSS	2/1/2018	Certification of Results
18, 30	18-RC-212831	SLUMBERLAND, INC.	RC	Minneapolis	MN	2/6/2018	39	27	6	INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 120	Stipulated		LOSS	2/13/2018	Certification of Results
18, 30	18-RC-213146	JUST FOOD: NORTHFIELD COMMUNITY CO-OP, INC.	RC	Northfield	MN	2/7/2018	41	20	16	UNITED FOOD AND COMMERCIAL WORKERS LOCAL 1189	Stipulated		LOSS	2/14/2018	Certification of Results
18, 30	18-RC-213966	Pine Medical Center d/b/a Essentia Health Sandstone	RC	Sandstone	MN	2/21/2018	6	3	3	UNITED STEELWORKERS LOCAL 9460	Stipulated		LOSS	2/28/2018	Certification of Results
19, 36	19-RC-212886	Northwestern Energy	RC	Butte	MT	2/7/2018	6	1	4	International Union of Operating Engineers, Local 400, AFL-CIO	Stipulated	WON		2/15/2018	Certific. of Representative
19, 36	19-RC-213430	Serco Inc.	RC	Renton	WA	2/16/2018	3	0	2	National Air Traffic Controllers Association, (NATCA)	Stipulated	WON		2/26/2018	Certific. of Representative
21	21-RC-205327	Keck Hospital of USC	RC	LOS ANGELES	CA	9/29/2017	26	15	6	National Union of Healthcare Workers (NUHW)	Stipulated		LOSS	2/13/2018	Certification of Results
21	21-RC-213114	First Transit, Inc.	RC	Orange	CA	2/1/2018	6	2	4	GENERAL TRUCK DRIVERS, OFFICE, FOOD & WAREHOUSE UNION, TEAMSTERS LOCAL 952, INTERNATIONAL BROTHERHO	Stipulated	WON		2/13/2018	Certific. of Representative
21	21-RC-213155	CHIQUITA FRESH NORTH AMERICA L.L.C.	RC	LOS ANGELES	CA	2/7/2018	4	0	4	FOOD, INDUSTRIAL & BEVERAGE WAREHOUSE, DRIVERS AND CLERICAL EMPLOYEES UNION LOCAL 630, INTERNATIONAL	Directed	WON		2/21/2018	Certific. of Representative
22	22-RC-209009	GREEN HILL, INC.	RC	West Orange	NJ	12/12/2017	11	0	3	DISTRICT 1199J, NATIONAL UNION HOSPITAL AND HEALTH CARE EMPLOYEES, AFSCME/AFL-CIO	Directed	WON		2/9/2018	Certific. of Representative
22	22-RC-211731	ALLIANCE HC, LLC D/B/A ANDOVER SUB ACUTE & REHAB CENTER	RC	Andover	NJ	2/5/2018	33	3	8	Local 312, United Food & Commercial Workers International Union AFL-CIO	Stipulated	WON		2/14/2018	Certific. of Representative
15, 26	15-RC-212446	Beauregard Electric Cooperative Inc	RC	Deridder	LA	1/31/2018	76	49	24	International Brotherhood of Electrical Workers Local Union 861	Stipulated		LOSS	2/14/2018	Certification of Results
27	27-RC-211220	Denver Center for the Performing Arts-Broadway/Cabaret	RC	Denver	CO	1/23/2018	7	0	5	International Alliance of Theatrical Stage Employees, Local 7	Stipulated	WON		2/7/2018	Certific. of Representative
28	28-RC-213693	Sonoran Technology and Professional Services, LLC and Crew Training International, Inc. (Joint Empl	RC	Luke Air Force Base	AZ	2/9/2018	10	0	10	International Association of Machinists and Aerospace Workers, AFL-CIO, Local Lodge 519	Stipulated	WON		2/22/2018	Certific. of Representative
28	28-RC-213767	Aria Resort & Casino, LLC	RC	Las Vegas	NV	2/13/2018	2	0	2	International Union of Operating	Stipulated	WON		2/23/2018	Certific. of

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		d/b/a Aria								Engineers Local 501, AFL-CIO					Representative
18, 30	18-RC-212557	G4S SECURE SOLUTIONS (USA) INC.	RC	Palo	IA	1/31/2018	16	6	10	INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)	Stipulated	WON		2/7/2018	Certific. of Representative
31	31-RC-213147	Douglas Emmett Management, LLC	RC	Santa Monica	CA	2/9/2018	3	0	3	INTERNATIONAL UNION OF OPERATING ENGINEERS, Local 501, AFL-CIO	Stipulated	WON		2/23/2018	Certific. of Representative
31	31-RC-213494	Zenetex LLC	RC	Point Mugu Nawc	CA	2/13/2018	10	0	8	INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, DISTRICT LODGE 725	Stipulated	WON		2/21/2018	Certific. of Representative
31	31-RC-213677	M1 Support Services, LP	RC	Point Mugu Nawc	CA	2/8/2018	43	0	36	INTERNATIONAL ASSOCIATION OF MACHINISTS AEROSPACE WORKERS, DISTRICT LODGE NO. 725, AFL-CIO	Stipulated	WON		2/16/2018	Certific. of Representative
32	32-RC-211912	United Natural Foods, Inc.	RC	Gilroy	CA	1/18/2018	32	14	17	INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 853	Stipulated	WON		2/6/2018	Certific. of Representative
32	32-RC-212879	Community Service Solutions	RC	Coleville	CA	1/30/2018	30	0	7	UNITED DOMESTIC WORKERS OF AMERICA (UDW), AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOY	Stipulated	WON		2/23/2018	Certific. of Representative
32	32-RC-213962	Gilton Solid Waste Management, Inc., and Gilton Resource Recovery/Transfer Facility, Inc., a Single	RC	Modesto	CA	2/16/2018	117	64	40	GENERAL TEAMSTERS LOCAL 386, INTERNATIONAL BROTHERHOOD OF TEAMSTERS	Stipulated		LOSS	2/28/2018	Certification of Results
25, 33	25-RC-212918	General Mills Operations, LLC	RC	Belvidere	IL	1/31/2018	10	0	10	International Union of Operating Engineers Local 399, AFL-CIO	Stipulated	WON		2/8/2018	Certific. of Representative
25, 33	25-RC-213305	Aramark Uniform & Career Apparel, LLC	RC	Rochelle	IL	2/13/2018	7	6	0	International Brotherhood of Teamsters, Local 325	Stipulated		LOSS	2/22/2018	Certification of Results
01, 34	01-RC-212859	Severance Foods, Inc.	RC	Hartford	CT	2/1/2018	50	20	29	UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION, LOCAL 371	Stipulated	WON		2/9/2018	Certific. of Representative
01, 34	01-RC-213682	Becton, Dickinson and Company	RC	Canaan	CT	2/16/2018	373	233	92	INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO, DISTRICT LODGE 26	Stipulated		LOSS	2/27/2018	Certification of Results
19, 36	19-RC-207445	Swire Pacific Holdings, Inc. d/b/a Swire Coca-Cola, USA	RC	Wilsonville	OR	11/15/2017	56	28	25	International Brotherhood of Teamsters, Teamsters Local 162	Directed		LOSS	2/1/2018	Certification of Results
04	04-RD-212455	Rover Community Transportation	RD	Downingtown	PA	1/31/2018	106	49	41	American Federation of State, County and Municipal Employees District Council 88	Directed		LOSS	2/12/2018	Certification of Results
06	06-RD-205801	Dynegy (Fayette Facility)	RD	Masontown	PA	1/26/2018	13	7	6	International Brotherhood of Electrical Workers, Local Union 29, AFL-CIO	Stipulated		LOSS	2/5/2018	Certification of Results
06	06-RD-212025	UPMC McKeesport	RD	McKeesport	PA	1/30/2018	181	41	121	SEIU Healthcare Pennsylvania, CTW, CLC	Stipulated	WON		2/7/2018	Certific. of Representative
06	06-RD-212290	Midwest ATC, Inc.	RD	Montoursville	PA	2/1/2018	4	0	4	Professional Air Traffic Controllers Organization	Stipulated		LOSS	2/9/2018	Certification of Results
08	08-RD-212305	Marion General Hospital, Inc.	RD	Marion	OH	1/25/2018	117	62	36	Communications Workers of America, Local 4371	Stipulated		LOSS	2/5/2018	Certification of Results
10, 11, 26NAS	10-RD-212704	Iron Mountain Secure Shredding, Inc.	RD	Duluth	GA	2/1/2018	24	19	2	International Brotherhood of Teamsters, Local 728	Stipulated		LOSS	2/12/2018	Certification of Results
10, 11, 26NAS	10-RD-207552	Senior Living Communities, LLC, and Litchfield	RD	Pawleys Island	SC	11/1/2017	121	46	55	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy,	Stipulated	WON		2/13/2018	Certific. of Representative

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		Retirement, LLC, a single employer; and Live Long Wel								Allied-Industrial and Service Worke					
16	16-RD-212748	HILL'S PET NUTRITION SALES, INC.	RD	SAN ANTONIO	TX	1/29/2018	8	5	3	INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 657	Stipulated		LOSS	2/6/2018	Certification of Results
27	27-RD-212496	Smith's Food & Drug Centers, Inc.	RD	Cedar City	UT	2/1/2018	92	60	18	United Food and Commercial Workers Union, Local 711, AFL-CIO	Stipulated		LOSS	2/12/2018	Certification of Results
28	28-RD-213034	Gannett Publishing Services, LLC, a subsidiary of Gannett Co., Inc.	RD	Phoenix	AZ	2/2/2018	42	12	28	Graphic Communications Conference, International Brotherhood of Teamsters, Phoenix Newspaper Printin	Stipulated	WON		2/14/2018	Certific. of Representative
28	28-RD-213522	Swire Coca-Cola USA d/b/a Swire Pacific Holdings Inc.	RD	Tempe	AZ	2/12/2018	111	35	64	General Teamsters (Excluding Mailers), State of Arizona, Local Union No. 104, an Affiliate of Intern	Stipulated	WON		2/26/2018	Certific. of Representative

Records 1 - 77 (All Records)

NLRB Elections with 2 Labor Organizations

Time run: 3/15/2018 8:29:21 AM

Region	Case Number	Case Name	Case Type	City	State	Election Held Date	Number of Eligible Voters	Valid Votes Against	Votes for Labor Org 1	Labor Org 1 Name	Votes for Labor Org 2	Labor Org 2 Name	Stipulated / Consent / Directed	Certification of Representative Date (Win)	Certification of Results Date (Loss)	Union To Certify	Case Closed Date	Closed Reason
02	02-RC-197907	Van Trans, LLC and Attendant, LLC	RC	Pelham	NY	5/26/2017	342	9	208	United Employees Transportation Union	69	Local 1181-1061, Amalgamated Transit Union, AFL-CIO	Stipulated	WON		United Employees Transportation Union	2/6/2018	Certific. of Representative
05	05-RC-211415	First Coast Security Solutions, Inc.	RC	Washington	DC	1/3/2018	11	0	4	Protective Security Officer Members Union of America (PSOMUA)	1	National League of Justice and Security Professionals	Stipulated	WON		Protective Security Officer Members Union of America (PSOMUA)	2/1/2018	Certific. of Representative
07	07-RC-212054	Durham School Services, L.P.	RC	West Bloomfield	MI	1/30/2018	58	0	29	International Brotherhood of Teamsters (IBT)	23	West Bloomfield Durham Transportation (WBDT), Michigan Education Association (MEA), National Educati	Stipulated	WON		International Brotherhood of Teamsters (IBT)	2/7/2018	Certific. of Representative
12, 24	12-RC-207655	DNC Parks & Resorts at KSC, Inc.	RC	Kennedy Space Center	FL	1/31/2018	42	0	15	United Government Security Officers of America International Union (UGSOA) and its Local 264	17	INTERNATIONAL UNION, SECURITY, POLICE &AND FIRE PROFESSIONALS OF AMERICA (SPFPA) and its Amalgamated	Stipulated	WON		INTERNATIONAL UNION, SECURITY, POLICE &AND FIRE PROFESSIONALS OF AMERICA (SPFPA) and its Amalgamated	2/15/2018	Certific. of Representative

NLRB Elections - Labor Org 3 Details

*****No Data*****

NLRB UD Elections

Time run: 3/15/2018 8:29:21 AM

Region	Case Number	Case Name	Case Type	City	State	Election Held Date	Number of Eligible Voters	For Proposition	Against Proposition	Labor Org 1 Name	Stipulated / Consent / Directed	Case Closed Date
12, 24	12-UD-203010	Metropolitan Security Services, Inc. d/b/a Walden Security	UD	San Juan and Ponce	PR	12/6/2017	48	1	0	Government Security Guards Association	Stipulated	2/26/2018