

UNITED STATES OF AMERICA ★ NATIONAL LABOR RELATIONS BOARD



NOTICE OF ELECTION



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.

NOTE: A majority of all 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.

RIGHTS OF EMPLOYEES If agents of either labor or management interfere with your right to a free, fair, and honest election, the election can be set aside by the Board.

**THE NATIONAL LABOR RELATIONS BOARD
PROTECTS YOUR RIGHT TO A FREE CHOICE**

SECRET BALLOT The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to the Regional Director or the agent in charge of the election. Your attention is called to Section 12 of the National Labor Relations Act:

ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

An agent of the Board will hand a ballot to each eligible voter at the voting place. Mark your ballot in secret in the voting booth provided. DO NOT SIGN YOUR BALLOT. Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of an agent of the Board.

A sample of the official ballot is shown at the right of this Notice.

ELIGIBILITY RULES Employees eligible to vote are those described under VOTING UNIT in this Notice of Election, including employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also including employees in the military service of the United States who appear in person at the polls. 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.

SPECIAL ASSISTANCE Any employee or other participant in this election who has a disability, and who in order to participate in this election needs special assistance, such as a sign language interpreter, should notify the Regional Director as soon as possible and request the necessary assistance.

CHALLENGE OF VOTERS An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge MUST be made before the voter's ballot has been placed in the ballot box.

AUTHORIZED OBSERVERS Each of the interested parties may designate an equal number of observers, this number to be determined by the Regional Director or agent in charge of the election. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in the identification of voters; (c) challenge voters and ballots; and (d) otherwise assist the agent in charge of the election.

INFORMATION CONCERNING ELECTION The Act provides that only one valid election for the purpose stated above may be held in a 12-month period. Any employee who desires to obtain any further information concerning the terms and conditions under which this election is to be held or who desires to raise any question concerning the holding of an election, the voting unit, or eligibility rules may do so by communicating with the Regional Director or agent in charge of the election.



NATIONAL LABOR RELATIONS BOARD
an agency of the
UNITED STATES GOVERNMENT

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AND MUST NOT BE DEFACED BY ANYONE.**

 **NOTICE OF ELECTION** 

SAMPLE

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