

NLRB Election Process

- Organizer meets with workers.
- Organizes committee.
- Workers sign cards.
- Sign a majority – 60 – 70 %.
- On the same day:
 - A) Make a demand for recognition.
 - B) Petition the NLRB, with showing of interest.
 - C) Serve employer.
 - D) Leaflet the workplace.

Fourteen days later – the NLRB conducts a unit hearing to determine the bargaining unit and set election date, location and times.

- Election could be only ten days later. The union must win the election by 50%, plus one vote. The day after the election, we leaflet the workplace to let workers know about the contract proposal meeting.
- At the proposal meeting:
 - A) The workers elect their committee.
 - B) Develop their contract proposals.

8) The negotiating committee, with the union negotiators, meets and bargains with the employer for a first contract.

- 9) Ratification meeting:
 - A) The workers get a copy of the contract.
 - B) Discuss and vote.

- No worker can pay any dues until after the contract is voted on and approved.

11) There cannot be a strike unless 2/3's of the effected workers

vote for a strike.

- **No one on the payroll the day the contract is ratified will ever pay an initiation fee.**

How many decisions did the workers make?