



United States of America
National Labor Relations Board



NOTICE OF RESCHEDULED ELECTION

INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot are shown on Panel 3 and 5 of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on Panels 2 through 5 and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. 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.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

ELECTION DETAILS: The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate voting unit by the office of the National Labor Relations Board, Region 29, on **Friday, July 31, 2020**. Voters must return their mail ballots so that they will be received by the National Labor Relations Board, Region 29, by close of business on **Friday, August 28, 2020**. Voters must sign the outside of the envelope in which the ballot is returned. **Any ballot received in an envelope that is not signed will be automatically void.**

Any employee who believes that he/she is eligible to vote but did not receive a ballot or who otherwise requires a duplicate mail ballot kit should communicate immediately with the National Labor Relations Board by either calling the Region 29 Office at 718-765-6191 or our national toll-free line at 1-844- 762-NLRB (1-844- 762-6572), no later than **Friday, August 14, 2020**.

Due to the extraordinary circumstances of COVID-19 and the directions of state and local authorities including but not limited to Shelter in Place orders, travel restrictions, social distancing and limits on the size of gatherings of individuals, the ballot count will take place on a date and in a manner to be determined by the Regional Director. In order to be valid and counted, the returned ballots must be received by the Region 29 Office prior to the counting of the ballots. The Region will provide notice to the parties of the scheduled date for the ballot count at least 24 hours prior to the count.

Employees Eligible to Vote are Employed at the Following Locations in the Units Described: Housing Works Headquarters - 57 Willoughby Street, Brooklyn, NY; Brooklyn West Health Home Care - 57 Willoughby Street, Brooklyn, NY; Housing Works - 81 Willoughby Street, Brooklyn, NY; Bookstore Café - 126-130 Crosby Street, New York, NY; Manhattan Health Home - 594 Broadway, New York, NY; Ginny Shubert Center for Harm Reduction - 301 W 37th Street, New York, NY; Bronx Health Home Care - 1255 Rev James A. Polite Ave, Bronx, NY; Keith D. Cylar House - 743-749 E 9th Street, New York, NY; StandUp Harlem House - 143-145 130 Street, New York, NY; Jefferson Avenue Supportive Housing - 874 Jefferson Ave, Brooklyn, NY; Transgender Short Term Housing - 2611 Pitkin Ave, Brooklyn, NY; East New York - 2640 Pitkin Ave, Brooklyn, NY; East New York Health Home - 2605-2609 Pitkin Ave, Brooklyn, NY; Women's Transitional Housing - 454 Lexington Ave, Brooklyn, NY; Hall Housing - 1061 Hall Place, Bronx, NY; Claremont Residence - 415 Claremont Pkwy, Bronx, NY; Lyman Residence - 1344 Elmo Hope Way, Bronx, NY; Prospect Residence - 1412 Prospect Ave, Bronx, NY; Youth Supportive Housing - 367-369 Howard Ave, Brooklyn, NY; Yorkville Thrift Shop- 1730 2nd Ave, New York, NY; West Village Thrift Shop - 245 W. 10th Street, New York, NY; Upper East Side Thrift Shop - 1200 Lexington Ave, New York, NY; SoHo Thrift Shop - 126 Crosby Street, New York, NY; Park Slope Thrift Shop - 266 5th Ave, Brooklyn, NY; Hell's Kitchen Thrift Shop - 730-732 9th Ave, New York, NY; Gramercy Thrift Shop - 157 East 23rd Street, New York, NY; Columbus & 74th Thrift Shop - 306 Columbus Ave, New York, NY; Chelsea Thrift Shop - 143 W 17th Street, New York, NY; Broadway & 96th St Thrift Shop - 2569 Broadway, New York, NY; South Slope Thrift Shop - 424 7th Ave, Brooklyn, NY; 2nd Ave & 64th Thrift Shop - 1222 2nd Ave, New York, NY; Forest Hills Thrift Shop -71-54 Austin Street, Forest Hills, NY; Brooklyn Heights Thrift Shop - 150 Montague Street, Brooklyn, NY; PDC Warehouse- 48-49 35th Street,



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Long Island City, NY; Bailey House- 1751 Park Ave, New York, NY; and Bailey Holt House- 180 Christopher Street, New York, NY. **Excluding any individual employed at any location not listed above, which includes, but is not limited to, employees working in Haiti; Puerto Rico; Albany; New York; Washington, DC; or formerly from the SMART program.**

Voting Units

VOTING GROUP – UNIT A (PROFESSIONAL EMPLOYEES):

Included: All full time and regular part time employees regularly working sixteen (16) hours or more per week, in the following classifications/job titles: Art Therapist, Art Therapist Case Manager, Clinical Social Worker, Creative Arts Therapist, Licensed Master Social Worker, Licensed Clinical Social Worker, Licensed Creative Arts Therapist, Mental Health Counselor, Nurse, Nurse Practitioner, Nutritionist, Paralegal, Psychiatric Nurse Practitioner, Psychiatric Physician Assistant, Psychotherapist, Quality Assurance Specialist, Registered Nurse and Staff Attorney who were employed by the Employer during the payroll period ending February 15, 2020.

Excluded: All employees in the classifications/job titles included in Voting Group – Unit B (Non-Professional Employees) listed on Panel 4; all supervisors as defined by the Act; all guards; all employees employed in the Human Resources Department located at 81 Willoughby Street, Brooklyn New York; all employees assigned to work private events employed in the Food Service and Catering Department; and, all employees in the following classifications/job titles: Accountant Grants and Contracts, Accountant Health Services, Accounting Assistant, Accounting Department Employees, Accounting Manager, Accounts Payable Manager, Acupuncturist, Assistant Auction Manager, Assistant Director, Assistant Director of Nimble Stores, Assistant Manager (Thrift), Assistant Program Director, Associate Director for Facility Maintenance, Associate Director of Staff Development, Asst Residential Safety Security Manager, Bookstore General Manager, Borough Director, Building Superintendent, Buyer, Café Manager, Call Center Manager, Care Coordination Supervisor, Chief Financial Officer, Chief Medical Officer, Chief Operating Officer of HW Inc., Clinic Director, Clinic Operations Manager, Clinical Coordinator, Clinical Supervisor, CoManager (Thrift Stores), Compliance Risk Management Coordinator, Controller, Coordinator of Site Leasing Inspection, Coordinator Rapid Rehousing, Creative Director, Data Entry Supervisor, Data Quality Specialist, Data Systems Administrator, Database Manager, Department Manager, Design Director, Director, Director Client Services, Director Clinical Services, Director Development Executive Dir Bookstore, Director Healthcare Compliance Specl Prj, Director of Advocacy, Director of Credentialing Contracting, Director of Events and Strategic Partner, Director of Facility Maintenance Operations, Director of Food Service, Director of Growth Product Development, Director of Healthcare Operations Art 28, Director of Housing Operations, Director of Human Resources, Director of National Advocacy, Director of New York Policy Organizing, Director of Nursing, Director of NYS Community Mobilization, Director of Operations, Director of Private Event Sales, Director of Processing Salvage Moving, Director of Project Management, Director of Psychiatry, Director of Purchasing and Procurement, Director of Ready To Work Program, Director of Revenue Management, Director of Stores, Director Revenue Cycle Management HS Internal Audit, Director YAS and Rapid Rehousing Program, Employee Relations Coordinator, Event Assistant, Executive Administrative Assistant, Executive Assistant, Executive Director, Facilities Manager, First Cook, Foot Reflexologist, Gastroenterologist, Group Facilitator, Haiti Country Director, HCBS Director & RTW Counselor, HCBS Project Coordinator, Healthcare Integration Manager, Housing Development Associate, HR Administrative Assistant, HR Generalist, IT Engineer II, Junior Accountant, Lead Curator Auction Manager, Manager Events and Donor Relations, Managing Director Harm Reduction Services, Managing Director Retention Adherence, Medical Doctor, Medical Director, Moving Manager, Nurse Care Coordinator, Office Manager, Office Service Director, Online Sales Co-Manager, Operations Manager Administration, Operations Manager Development, Operations Manager Support, President Chief Executive Officer, President Executive Director, Processing and Curation Manager, Program Coordinator, Program Director, Project Manager, Purchasing Vendor Manager, Quality Improvement Specialist, RAP Coordinator, Recruitment Specialist, Reentry Bilingual Group Facilitator, Reentry Group Facilitator, Reentry Internship Supervisor, Reentry Job Developer, Reentry Senior Job Developer, Regional Director CP, Residential Aide Supervisor, Residential Safety Security Manager, Retention Adherence Supervisor, Roster Manager, Sales Force Developer, Senior Account Manager CP, Senior Managing Director, Senior Nurse Care Coordinator, Senior Program Coordinator, Senior Program Director, Senior Staff Attorney, Sign Language Interpreter, Site Director Behavioral Mental Health, Sourcing Specialist, Special Events Coordinator, Store Manager (Thrift), Syringe Exchange Coordinator, SVP Healthcare Integration, SVP Housing Development Facilities Operations, SVP Programs, Unit Supervisor, VBP Data Analyst, Vice President for Housing, Vice President of Data and Software, Vice President of Development and Market, Vocational Program Manager, VP ADHC Operations, VP Community Mobilization, VP Community Partnerships, VP For Health Equity, VP for Quality and Value Based Initiatives, VP Health Home, VP Housing Operations, VP Integrated Health Services and Operations, VP of Behavioral Health Operations, VP of Human Resources, VP of Operations and Compliance, VP Thrift Shops, and Waiter.



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Ballot for Voting Group - Unit A

 <p>UNITED STATES OF AMERICA ESTADOS UNIDOS DE AMERICA National Labor Relations Board Junta Nacional De Relaciones Del Trabajo 29-RC-256430</p> <p>OFFICIAL SECRET BALLOT PAPELETA SECRETA OFICIAL For certain employees of Para Ciertos Empleados De HOUSING WORKS, INC.</p>	
<p>Do you wish to be included with nonprofessional employees in a unit for the purposes of collective bargaining? ¿Desea ser incluido con los empleados no profesionales en una unidad de a los efectos de la negociación colectiva?</p>	
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN</p>	
<p>YES SI</p> <input style="width: 50px; height: 30px;" type="checkbox"/>	<p>NO NO</p> <input style="width: 50px; height: 30px;" type="checkbox"/>
<p>Do you wish to be represented for purposes of collective bargaining by RETAIL, WHOLESALE AND DEPARTMENT STORE UNION, UFCW? ¿Desea usted estar representado para los fines de negociar colectivamente por RETAIL, WHOLESALE AND DEPARTMENT STORE UNION, UFCW?</p>	
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN</p>	
<p>YES SI</p> <input style="width: 50px; height: 30px;" type="checkbox"/>	<p>NO NO</p> <input style="width: 50px; height: 30px;" type="checkbox"/>
<p>DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.</p> <p>NO FIRME O ESCRIBA SU NOMBRE O INCLUYA OTRAS MARCAS QUE REVELARÍAN SU IDENTIDAD. MARQUE UNA "X" EN EL CUADRADO DE SU ELECCIÓN SOLAMENTE. Si hace marcas dentro, o en cualquier lugar alrededor, en más de un cuadrado, puede solicitar una nueva papeleta consultando las instrucciones adjuntas. Si envía una papeleta con marcas en el interior, o en cualquier lugar alrededor, en más de un cuadrado, su papeleta no será contada.</p> <p>Vea las Instrucciones incluidas.</p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p> <p>La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo..</p>	

If a majority of the professional employees voting in Unit A vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit B to decide the question concerning representation for the overall unit consisting of the employees in Units A and B. If on the other hand, a majority of the professional employees voting in Unit A do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit A.



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VOTING GROUP – UNIT B (NON-PROFESSIONAL EMPLOYEES):

Included: All full time and regular part time employees regularly working sixteen (16) hours or more per week, in the following classifications/job titles: Account Manager CP, Administrative Assistant - Legal Advisory Services, Administrative Support & Client Services Navigator, Barista, Call Center Representative, Care Coordinator, Care Manager, Care Navigator, Carpenter, Case Aide, Case Manager, Case Manager Residential, Case Manager Technician, Child Care Assistant, Community Health Worker, Community Partnerships Associate, Community Partnership (CP) Liaison, Contracts Manager, Custodian, Customer Engagement Associate, Customer Service Representative, Data Entry Billing Specialist, Data Entry Clerk, Data Entry Specialist, Donation Development Coordinator, Donation Dispatch Associate, Driver, Electrician, Family Case Manager, Harm Reduction Core Services Manager, Harm Reduction Syringe Exchange Services Manager, HCBS Assessor, Health Coach, Health Service Coordinator, Healthcare Analyst, Healthcare Data Analyst, Housekeeper, Housing Coordinator, Housing Financial Systems Assistant, Housing Placement Coordinator, Housing Placement Specialist, Housing Retention Specialist, Housing Specialist, HVAC Mechanic, Intake Coordinator, Intake Manage Care Liaison, Intake Specialist, Inventory Assistant, Job Coach Instructor, Job Counselor Instructor, Job Placement Specialist, Junior Account Manager CP, Key Holder, Kitchen Assistant, Lead Mover, Lobby Receptionist Building Specialist, Maintenance Mechanic, Maintenance Worker, Marketing and Communication Associate, Marketing Designer Entrepreneurial Business, Marketing Producer, Medical Assistant, Medical Biller 1, Medical Biller 3 & Revenue Specialist, Medical Receptionist, Mental Health Advocate, Mover, NYC Issues Organizer, Office Assistant, Online Sale Auction Specialist, Online Sales Associate, Operations Assistant, Operations Coordinator, Operations Specialist, Outreach Coordinator, Outreach Specialist, Outreach Worker, Overdose Prevention Program Coordinator, Pantry Assistant, Patient Care Coordinator, Patient Navigator, Patient Service Representative, Peer Navigator, Peer Specialist, Policy and Research Associate, PrEP Navigator, Program Administrative Coordinator, Program Assistant, Program Support Data Entry, Programming Specialist, Property Manager Assistant, RAP Specialist, Receptionist, Referral Specialist, Residential Aide, Residential Case Manager, Retention Specialist, Roster Manager, Sales Associate, Sales Associate Bookstore, Second Cook, Senior Care Manager, Senior Care Navigator, Senior Custodian, Senior Medical Assistant, Senior Patient Navigator, Social Worker, Sorter, Substance Use Counselor, Substance Use Specialist, Voc Ed Specialist, Vocational Counselor, Web Sales Associates and Shipper who were employed by the Employer during the payroll period ending February 15, 2020.

Excluded: All employees included in the classifications/job titles in Voting Group – Unit A (Professional Employees) listed on Panel 2; all supervisors as defined by the Act; all guards; all employees employed in the Human Resources Department located at 81 Willoughby Street, Brooklyn New York; all employees assigned to work private events employed in the Food Service and Catering Department; and, all employees in the following classifications/job titles: Accountant Grants and Contracts, Accountant Health Services, Accounting Assistant, Accounting Department Employees, Accounting Manager, Accounts Payable Manager, Acupuncturist, Assistant Auction Manager, Assistant Director, Assistant Director of Nimble Stores, Assistant Manager (Thrift), Assistant Program Director, Associate Director for Facility Maintenance, Associate Director of Staff Development, Asst Residential Safety Security Manager, Bookstore General Manager, Borough Director, Building Superintendent, Buyer, Café Manager, Call Center Manager, Care Coordination Supervisor, Chief Financial Officer, Chief Medical Officer, Chief Operating Officer of HW Inc., Clinic Director, Clinic Operations Manager, Clinical Coordinator, Clinical Supervisor, CoManager (Thrift Stores), Compliance Risk Management Coordinator, Controller, Coordinator of Site Leasing Inspection, Coordinator Rapid Rehousing, Creative Director, Data Entry Supervisor, Data Quality Specialist, Data Systems Administrator, Database Manager, Department Manager, Design Director, Director, Director Client Services, Director Clinical Services, Director Development Executive Dir Bookstore, Director Healthcare Compliance Spec Prj, Director of Advocacy, Director of Credentialing Contracting, Director of Events and Strategic Partner, Director of Facility Maintenance Operations, Director of Food Service, Director of Growth Product Development, Director of Healthcare Operations Art 28, Director of Housing Operations, Director of Human Resources, Director of National Advocacy, Director of New York Policy Organizing, Director of Nursing, Director of NYS Community Mobilization, Director of Operations, Director of Private Event Sales, Director of Processing Salvage Moving, Director of Project Management, Director of Psychiatry, Director of Purchasing and Procurement, Director of Ready To Work Program, Director of Revenue Management, Director of Stores, Director Revenue Cycle Management HS Internal Audit, Director YAS and Rapid Rehousing Program, Employee Relations Coordinator, Event Assistant, Executive Administrative Assistant, Executive Assistant, Executive Director, Facilities Manager, First Cook, Foot Reflexologist, Gastroenterologist, Group Facilitator, Haiti Country Director, HCBS Director & RTW Counselor, HCBS Project Coordinator, Healthcare Integration Manager, Housing Development Associate, HR Administrative Assistant, HR Generalist, IT Engineer II, Junior Accountant, Lead Curator Auction Manager, Manager Events and Donor Relations, Managing Director Harm Reduction Services, Managing Director Retention Adherence, Medical Doctor, Medical Director, Moving Manager, Nurse Care Coordinator, Office Manager, Office Service Director, Online Sales Co-Manager, Operations Manager Administration, Operations Manager Development, Operations Manager Support, President Chief Executive Officer, President Executive Director, Processing and Curation Manager, Program Coordinator, Program Director, Project Manager, Purchasing Vendor Manager, Quality Improvement Specialist, RAP Coordinator, Recruitment Specialist,



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Reentry Bilingual Group Facilitator, Reentry Group Facilitator, Reentry Internship Supervisor, Reentry Job Developer, Reentry Senior Job Developer, Regional Director CP, Residential Aide Supervisor, Residential Safety Security Manager, Retention Adherence Supervisor, Roster Manager, Sales Force Developer, Senior Account Manager CP, Senior Managing Director, Senior Nurse Care Coordinator, Senior Program Coordinator, Senior Program Director, Senior Staff Attorney, Sign Language Interpreter, Site Director Behavioral Mental Health, Sourcing Specialist, Special Events Coordinator, Store Manager (Thrift), Syringe Exchange Coordinator, SVP Healthcare Integration, SVP Housing Development Facilities Operations, SVP Programs, Unit Supervisor, VBP Data Analyst, Vice President for Housing, Vice President of Data and Software, Vice President of Development and Market, Vocational Program Manager, VP ADHC Operations, VP Community Mobilization, VP Community Partnerships, VP For Health Equity, VP for Quality and Value Based Initiatives, VP Health Home, VP Housing Operations, VP Integrated Health Services and Operations, VP of Behavioral Health Operations, VP of Human Resources, VP of Operations and Compliance, VP Thrift Shops, and Waiter.

Ballot for Voting Group - Unit B

	<p>UNITED STATES OF AMERICA ESTADOS UNIDOS DE AMERICA National Labor Relations Board Junta Nacional De Relaciones Del Trabajo 29-RC-256430</p>	
<p>OFFICIAL SECRET BALLOT PAPELETA SECRETA OFICIAL For certain employees of Para Ciertos Empleados De HOUSING WORKS, INC.</p>		
<p>Do you wish to be represented for purposes of collective bargaining by ¿Desea usted estar representado para los fines de negociar colectivamente por RETAIL, WHOLESALE AND DEPARTMENT STORE UNION, UFCW?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN</p>		
<p>YES SI</p> <input type="checkbox"/>	<p>NO NO</p> <input type="checkbox"/>	
<p>DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.</p>		
<p>NO FIRME O ESCRIBA SU NOMBRE O INCLUYA OTRAS MARCAS QUE REVELARÍAN SU IDENTIDAD. MARQUE UNA "X" EN EL CUADRADO DE SU ELECCIÓN SOLAMENTE. Si hace marcas dentro, o en cualquier lugar alrededor, en más de un cuadrado, puede solicitar una nueva papeleta consultando las instrucciones adjuntas. Si envía una papeleta con marcas en el interior, o en cualquier lugar alrededor, en más de un cuadrado, su papeleta no será contada.</p>		
<p>Vea las Instrucciones incluidas.</p>		
<p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p>		
<p>La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.</p>		



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RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (718)765-6191 or visit the NLRB website www.nlr.gov for assistance.