

LEGAL STUFF

Got the List— Now What?

In a National Labor Relations Board election, you will get the voter eligibility list at least 10 days prior to the election. Other board elections also have timelines and processes for the employer to turn a list over to the union. Now you got it! Does it match your list?



✓ DOES THE EMPLOYER LIST MATCH YOUR LIST?

Hopefully you and your co-workers have built up a pretty good list by now, have talked to most people, and established interest to form a union. (That's why you filed for the election, right!?!)

✓ WHO'S NEW?

Identify names of people you don't have.

✓ SEE WHO'S MISSING AND FIGURE OUT WHY

Identify the names of people who are missing from the employer's list but are people you think are eligible to vote.

✓ DO YOUR RESEARCH

If there is anyone you still have questions about, learn more: Does this person still work there? Are they out on extended leave? Is there a discrepancy about the cutoff date or employment date? Do others know this person and have talked to them before? Who knows them?

Who Can Vote?

Here are some questions to ask. If the answer is YES to one or more, the person may not be eligible to vote. Further research required!

Is this person:

- A supervisor or manager?
- A confidential employee?
- Has a hire date after the cutoff date in the election order?
- On extended leave? And not expected to return?
- On the list, but quit before election day?
- Working part time or on an intermittent basis?
- Is he/she a temp or contractual employee?

Get more detail on NLRB rules at www.nlr.gov.

✓ **UNION COMMITTEE CHALLENGES**

Identify your disagreements with the employer's voter list and create a list of votes you think should be challenged, and why.

✓ **EMPLOYER CHALLENGES**

The employer also may challenge voters, both on and off the Excelsior list. Who do you think they might challenge, and why?

✓ **GET A PLAN**

Develop a plan based on what you've learned that fits the amount of time you have before election day and the level of support.

**Details, Details,
Details**

Have you ever gotten a list that included people who no longer worked there?

Whether it is human error or list padding by an employer opposing the union, you will need to be vigilante and work as a team to fight for a fair election.

Details matter!