



# IBEW... THE RIGHT CHOICE!

## KNOW THE TRUTH

# NLRB ELECTION

**Section 9 of the National Labor Relations Act (NLRA) requires that 30% of the employees sign cards authorizing the union to represent them before the union can ask for recognition from the company.**

- 1. When a majority of cards (65% of the bargaining unit) have been secured, the IBEW will ask the company to recognize your union. (Even though the law only requires 30%, we think it is wise not to ask for recognition with less than 65%. We don't want to waste your time or our time if we don't think we can be successful.)*
- 2. If the company should refuse such recognition, the cards may then be taken to the National Labor Relations Board (NLRB) where the union files a petition for an election.*
- 3. The Board then sets a date when you vote-by secret ballot-for the union.*
- 4. You vote, in secret, "Yes" for union representation, and "No" for no union representation.*
- 5. A simple majority wins.*
- 6. The Board then certifies the union-and soon thereafter contract negotiations begin with your employer for higher wages, job security and-improved working conditions.*

Having a union increases your rights as an employee.  
Visit [www.ibew1200.org](http://www.ibew1200.org) for more information.