

# 7 STEPS TO UNION REPRESENTATION

## **STEP 1: Showing Interest**

The National Labor Relations Board (NLRB) Requires a minimum of 30% of the employees sign authorization cards/petitions before it will conduct an election. The UFCW will not file a petition for election unless a majority of the employees fill out authorization cards/petitions.

## **STEP 2: Election Petition Filed**

The UFCW Local Union presents the cards/petitions to the NLRB with a request that it conduct an election. The Employer never sees the authorization cards/petitions, and the NLRB won't even tell how many employees filled them out.

## **STEP 3: Election Date Set**

The Union, a Company representative and the NLRB meet to set an election date.

## **STEP 4: NLRB Election**

You decide, by secret ballot, if you want UFCW to begin negotiations with your company. A "YES" vote gives you a chance to proceed.

## **STEP 5: Preparations for Negotiations**

During the seven to ten days it takes for the NLRB to certify the election results, you and your fellow employees will meet to decide what specific benefits you would like to have in a first contract. You will also start the process of selecting your negotiating committee. Please return your contract questionnaire.

## **STEP 6: Negotiations**

The employee negotiating committee, UFCW representatives and the Company begin a series of meetings to work out differences and develop a contract offer.

## **STEP 7: Ratification**

You will meet to discuss and vote on the Employer's offer. If rejected, we go back into negotiations. If accepted, union wages, benefits and working conditions begin.

---

UFCW organizers are ready to meet with you and your coworkers in small groups or one-on-one at places and times convenient to you.

Feel free to call Abraham at 612-437-7117.

