UNION ORGANIZING PROCESS

FILING PETITION

• Employees Sign Interest Cards
• Union files a petition defining proposed bargaining unit
  > ASEA’s 1st petition filed February 22, 2010
  > ASEA re-filed petition April 13, 2010
  > ASEA filed amended unit description May 26, 2010

• Employer provides roster to agency
• Agency compares roster and interest cards to ensure 30% interest
• Employer posts NOTICE OF PETITION

ELECTION PROCESS

• Employer and union have pre election conference
• Employer provides updated roster to agency
• Employer posts NOTICE OF ELECTION
• Voting ballots mailed out to employees on updated roster
• Employees must return voting ballots to the agency
  > If you do not return your voting ballot to the agency your vote DOES NOT count.

• Agency counts votes

RESULTS

• If a majority of the employees WHO VOTE yes in favor of union representation:
  Employer and union begin negotiations.

• If a majority of the employees WHO VOTE no, declining union representation:
  New petition cannot be filed by any union for 12 months