



# UNION ORGANIZING PROCESS

## FILING PETITION

- Employees Sign Interest Cards
- Union files a petition defining proposed bargaining unit
- 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
- 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