



United States of America  
National Labor Relations Board  
**NOTICE OF ELECTION**



**PURPOSE OF ELECTION:** This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

**SECRET BALLOT:** The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to an NLRB agent. Your attention is called to Section 12 of the National Labor Relations Act which provides: ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

**ELIGIBILITY RULES:** Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also include employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are *not* eligible to vote.

**SPECIAL ASSISTANCE:** Any employee or other participant in this election who has a handicap or needs special assistance such as a sign language interpreter to participate in this election should notify an NLRB Office as soon as possible and request the necessary assistance.

**PROCESS OF VOTING:** Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

**CHALLENGE OF VOTERS:** If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, go to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenge envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later, if necessary.

**AUTHORIZED OBSERVERS:** Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.



**United States of America  
National Labor Relations Board  
NOTICE OF ELECTION  
VOTING UNIT**



**EMPLOYEES ELIGIBLE TO VOTE:**

Those eligible to vote are: All students enrolled in the Graduate School of Arts and Sciences, including those affiliated with a professional school, who are appointed as Teaching Fellows, Writing Fellows, Project Assistants, Research Assistants or Research Assistants - University Fellowship; All students enrolled in a professional degree program in the School of Management who are appointed as Teaching Fellows with the Position Detail of Discussion Section Leader; All students enrolled in a professional degree program in the School of Music who are appointed as Teaching Fellows with the Position Detail of Discussion Section Leader, Lab Leader or Teaching Assistant; All students enrolled in a professional degree program in the School of Medicine who are appointed as Teaching Fellows with the Position Detail of Discussion Section Leader or Teaching Assistant; and All students enrolled in any other professional degree program at Yale University who are appointed as Teaching Fellows or Writing Fellows.

**EMPLOYEES NOT ELIGIBLE TO VOTE:**

Those not eligible to vote are: All Teaching Fellows with the Position Detail of Course Assistant – Jackson Institute; all students enrolled in the Drama School and appointed as Teaching Fellows with the Position Detail of Class Assistant; All first-year students enrolled in the School of the Environment and appointed as Research Assistant – University Fellowship; All students enrolled in the PhD program in the School of the Environment and appointed as Research Assistant – University Fellowship; and all other employees, proctors, travelling proctors, office clericals, managers, guards and supervisors as defined in the Act.

**ELIGIBLE VOTERS:** Those eligible to vote in the election are: (a) individuals who were employed in a unit position in the Fall 2022 semester; and (b) individuals who were enrolled in a PhD program in the Graduate School of Arts and Sciences and employed in a unit position in the Fall 2021 and/or Spring 2022 semesters, unless the person has graduated from or withdrawn from the program on the day on which they cast their vote.

**OTHERS PERMITTED TO VOTE (CHALLENGED BALLOTS):** The parties agree that with the exception of the Computer Science (CPSC) Department, all first-year students enrolled in the School of Engineering and Applied Sciences, and appointed as Research Assistant – University Fellowship AND all first-year students enrolled in the Combined Program in Biology and Biomedical Sciences in the Graduate School of Arts and Sciences and appointed as Research Assistant – University Fellowship may vote in the election, but their ballots will be challenged since their eligibility has not been resolved. No decision has been made regarding whether the individuals in these classifications or groups are included in, or excluded from, the bargaining unit. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election.

**DATES, TIMES AND PLACES OF ELECTION**

<p>Wednesday, November 30, 2022 and Thursday, December 1, 2022</p>	<p>9:00 am to 2:00 pm and 4:00 pm to 8:30 pm</p>	<ol style="list-style-type: none"> <li>1. Humanities Quadrangle, Room 131, 320 York Street, New Haven, Connecticut</li> <li>2. Yale Science Building, Steep Café Mezzanine, 260 Whitney Avenue, New Haven, Connecticut</li> <li>3. Brady Memorial Laboratory, Room BML137, 310 Cedar Street, New Haven, Connecticut</li> <li>4. West Campus Conference Center, Room 216, 800 West Campus Drive, Orange, Connecticut.</li> </ol>
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**United States of America  
National Labor Relations Board  
NOTICE OF ELECTION**



**EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.**

<p><b>UNITED STATES OF AMERICA</b> National Labor Relations Board 01-RC-305762</p> <p><b>OFFICIAL SECRET BALLOT</b></p> <p>For certain employees of <b>YALE UNIVERSITY</b></p>		
<p>Do you wish to be represented for purposes of collective bargaining by <b>UNITE HERE LOCAL 33?</b></p>		
<p><b>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</b></p>		
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center; padding: 5px;"> <p><b>YES</b></p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div> </td> <td style="width: 50%; text-align: center; padding: 5px;"> <p><b>NO</b></p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div> </td> </tr> </table>	<p><b>YES</b></p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>	<p><b>NO</b></p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>
<p><b>YES</b></p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>	<p><b>NO</b></p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>	
<p style="text-align: center;"><b>IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE WITH A BOARD AGENT PRESENT,</b> follow these Instructions:</p> <p><b>DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.</b> If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.</p> <p style="text-align: center;"><b>IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions.</b></p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p>		



United States of America  
National Labor Relations Board  
**NOTICE OF ELECTION**



**RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

**It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.**

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

**The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:**

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time, where attendance is mandatory, within the 24-hour period before the polls for the election first open or the mail ballots are dispatched in a mail ballot election
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

**The National Labor Relations Board protects your right to a free choice.**

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (860)240-3522 or visit the NLRB website [www.nlr.gov](http://www.nlr.gov) for assistance.



United States of America  
National Labor Relations Board



## NOTICE OF MAIL BALLOT ELECTION

**PURPOSE OF ELECTION:** This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

**SECRET BALLOT:** The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

**ELIGIBILITY RULES:** Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. In a mail ballot election, employees are eligible if they are in the VOTING UNIT during both the designated payroll period and on the date they mail in their ballots. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election, or, in a mail ballot election, before the date they mail in their ballots, are not eligible to vote.

**CHALLENGE OF VOTERS:** An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

**AUTHORIZED OBSERVERS:** Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

### **METHOD AND DATE OF ELECTION**

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 9:00 am on Wednesday, November 30, 2022, ballots will be mailed to voters from the National Labor Relations Board, Subregion 34, 450 Main Street, Suite 410, Hartford, Connecticut. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Wednesday, December 21, 2022, should communicate immediately with the National Labor Relations Board by either calling the Subregion 34 Office at (860)240-3522 or our national toll-free line at 1-844-762-NLRB (1-844-762-6572).

All ballots, manual ballots and mail ballots will be comingled and counted at the Subregion 34 office located at 450 Main Street, Suite 410, Hartford, Connecticut at 10:00 am on Monday, January 9, 2023, or, at the Regional Director's discretion, by videoconference at a date and time to be determined by the Regional Director in consultation with the parties. In order to be valid and counted, the returned ballots must be received in the Subregion 34 Office prior to the counting of the ballots.



United States of America  
National Labor Relations Board



# NOTICE OF MAIL BALLOT ELECTION

## VOTING UNIT

### EMPLOYEES ELIGIBLE TO VOTE:

Those eligible to vote are: All students enrolled in the Graduate School of Arts and Sciences, including those affiliated with a professional school, who are appointed as Teaching Fellows, Writing Fellows, Project Assistants, Research Assistants or Research Assistants - University Fellowship; All students enrolled in a professional degree program in the School of Management who are appointed as Teaching Fellows with the Position Detail of Discussion Section Leader; All students enrolled in a professional degree program in the School of Music who are appointed as Teaching Fellows with the Position Detail of Discussion Section Leader, Lab Leader or Teaching Assistant; All students enrolled in a professional degree program in the School of Medicine who are appointed as Teaching Fellows with the Position Detail of Discussion Section Leader or Teaching Assistant; and All students enrolled in any other professional degree program at Yale University who are appointed as Teaching Fellows or Writing Fellows.

### EMPLOYEES NOT ELIGIBLE TO VOTE:

Those not eligible to vote are: All Teaching Fellows with the Position Detail of Course Assistant – Jackson Institute; all students enrolled in the Drama School and appointed as Teaching Fellows with the Position Detail of Class Assistant; All first-year students enrolled in the School of the Environment and appointed as Research Assistant – University Fellowship; All students enrolled in the PhD program in the School of the Environment and appointed as Research Assistant – University Fellowship; and all other employees, proctors, travelling proctors, office clericals, managers, guards and supervisors as defined in the Act.

**ELIGIBLE VOTERS:** Those eligible to vote in the election are: (a) individuals who were employed in a unit position in the Fall 2022 semester; and (b) individuals who were enrolled in a PhD program in the Graduate School of Arts and Sciences and employed in a unit position in the Fall 2021 and/or Spring 2022 semesters, unless the person has graduated from or withdrawn from the program on the day on which they cast their vote.

**OTHERS PERMITTED TO VOTE (CHALLENGED BALLOTS):** The parties agree that with the exception of the Computer Science (CPSC) Department, all first-year students enrolled in the School of Engineering and Applied Sciences, and appointed as Research Assistant – University Fellowship AND all first-year students enrolled in the Combined Program in Biology and Biomedical Sciences in the Graduate School of Arts and Sciences and appointed as Research Assistant – University Fellowship may vote in the election, but their ballots will be challenged since their eligibility has not been resolved. No decision has been made regarding whether the individuals in these classifications or groups are included in, or excluded from, the bargaining unit. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election.



United States of America  
National Labor Relations Board



NOTICE OF MAIL BALLOT ELECTION



UNITED STATES OF AMERICA  
National Labor Relations Board



01-RC-305762

OFFICIAL SECRET BALLOT

For certain employees of  
YALE UNIVERSITY

Do you wish to be represented for purposes of collective bargaining by

UNITE HERE LOCAL 33?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

NO

IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A POLLING PLACE WITH A BOARD AGENT PRESENT,  
follow these instructions:

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.



United States of America  
National Labor Relations Board



## NOTICE OF MAIL BALLOT ELECTION

### **RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

### **It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.**

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

### **The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:**

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

### **The National Labor Relations Board protects your right to a free choice.**

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (860)240-3522 or visit the NLRB website [www.nlr.gov](http://www.nlr.gov) for assistance.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**INSTRUCTIONS TO ELECTION OBSERVERS**

The role of observers in an NLRB election is an important one. You are here to see that the election is conducted in a fair and impartial manner, so that each eligible voter has a fair and equal opportunity to express him or herself freely and in secret. As official representatives of the parties in this election, you should undertake your role with a fair and open mind. Conduct yourself so that no one can find fault with your actions during the election. The NLRB appreciates your assistance in this democratic process.

**PRINCIPAL FUNCTIONS**

- Monitor the election process.
- Help identify voters.
- Challenge voters and ballots.
- Assist Board Agent in the conduct of election.

**DUTIES**

- **BE ON TIME:** Observers should report one-half hour before the polls open.
- Identify voters.
- Check off the name of the person seeking to vote. One check before the voter's name is made by one party's observer. One check after the name is made by the other party's observer.
- See that only one voter occupies a booth at any one time.
- See that each voter deposits the ballot in the ballot box.
- See that each voter leaves the voting area immediately after depositing the ballot.
- Report any conflict regarding an individual's right to vote to the Board Agent at your table before the individual votes.
- **Challenge of Voters:** An observer has the right to challenge a voter for cause. A Board Agent may also question the eligibility of a voter. Any challenge must be made before the voter's ballot has been placed in the ballot box.
- Report any unusual activity to the Board Agent as soon as you notice it.
- Wear your observer badge at all times during the election.
- Remain in the voting place until all ballots are counted in order to check on the fairness of the count. If the ballots are not counted immediately after the polls close, you will be informed as to when and where the ballots will be counted.

**DO NOT**

- Keep any list of individuals who have or have not voted.
- Talk to any voter waiting in line to vote, except as instructed by the Board Agent. (Greeting voters as they approach to vote is acceptable.)

- Give any help to any voter. Only a Board Agent can assist the voter.
- Electioneer at any place during the hours of the election.
- Discuss or argue about the election.
- Leave the election area without the Board Agent's permission.
- Use any electronic device including cell phones, laptop computers, personal digital assistants (PDAs), mobile e-mail devices, wired or wireless data transmission and recording devices, etc. (Please turn off or disable these devices before entering the polling area).

United States of America  
National Labor Relations Board

**Instructions to Eligible Employees Voting  
By United States Mail**



**INSTRUCTIONS**

1. MARK YOUR BALLOT IN SECRET BY PLACING AN **X** IN THE APPROPRIATE BOX. DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.
2. IF YOU SUBMIT A BALLOT WITH MARKINGS INSIDE, OR ANYWHERE AROUND, MORE THAN ONE SQUARE, YOUR BALLOT WILL NOT BE COUNTED. YOU MAY REQUEST A NEW BALLOT BY CALLING THE REGIONAL OFFICE AT THE NUMBER BELOW.
3. IT IS IMPORTANT TO MAINTAIN THE SECRECY OF YOUR BALLOT. DO NOT SHOW YOUR BALLOT TO ANYONE AFTER YOU HAVE MARKED IT.
4. PUT YOUR BALLOT IN THE BLUE ENVELOPE AND SEAL THE ENVELOPE.
5. PUT THE BLUE ENVELOPE CONTAINING THE BALLOT INTO THE YELLOW ADDRESSED RETURN ENVELOPE.
6. SIGN THE BACK OF THE YELLOW RETURN ENVELOPE IN THE SPACE PROVIDED. TO BE COUNTED, THE YELLOW RETURN ENVELOPE MUST BE SIGNED.
7. DO NOT PERMIT ANY PARTY – THE EMPLOYER, THE UNION(S), OR THEIR REPRESENTATIVES, OR AN EMPLOYEE-PETITIONER – TO HANDLE, COLLECT, OR MAIL YOUR BALLOT.
8. MAIL THE BALLOT IMMEDIATELY. NO POSTAGE IS NECESSARY. For further information, call the Regional Office at:

**(860) 240-3522**

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**TO BE COUNTED, YOUR BALLOT MUST REACH THE REGIONAL OFFICE**

**BY Friday, January 6, 2023**

# RIGHTS OF EMPLOYEES

**Under the National Labor Relations Act, employees have the right:**

- To self-organization
- To form, join, or assist labor organizations
- To bargain collectively through representatives of their own choosing
- To act together for the purposes of collective bargaining or other mutual aid or protection
- To refuse to do any or all of these things unless the union and employer, in a state where such agreements are permitted, enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the union that they object to the use of their payments for non representational purposes may be required to pay only their share of the union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

**It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.**

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If agents of either unions or employers interfere with your right to a free, fair, and honest election, the election can be set aside by the Board. Where appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

**The following are examples of conduct that interfere with the rights of employees and may result in the setting aside of the election:**

- Threatening loss of jobs or benefits by an employer or a union
- Promising or granting promotions, pay raises, or other benefits to influence an employee's vote by a party capable of carrying out such promises
- An employer firing employees to discourage or encourage union activity or a union causing them to be fired to encourage union activity
- Incitement by either an employer or a union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a union or an employer to influence their votes.

**The National Labor Relations Board protects your right to a free choice**

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law. The National Labor Relations Board as an agency of the United States Government does not endorse any choice in the election.



**NATIONAL LABOR RELATIONS BOARD**  
*an agency of the*  
**UNITED STATES GOVERNMENT**