

**WHY
ALL THE
FUSS
ABOUT
UNION
CARDS**

HERE'S THE ANSWER

The National Labor Relations Act requires that a majority of the employees sign cards authorizing the union to represent them before the union can ask for recognition from the company.

HERE'S HOW IT WORKS...

- 1.** Sign your authorization for representation card.
- 2.** When a majority of cards have been secured, the IBEW will ask the company to recognize your union.
- 3.** If the company should refuse such recognition, the cards may then be taken to the National Labor Relations Board where the union files a petition for an election.

(If the union believes that the company's refusal to grant recognition was in bad faith, it may also file unfair labor practices against the company.)
- 4.** The Board then sets a date when you vote—by secret ballot—for the union.
- 5.** The Board then certifies the union—and soon thereafter contract negotiations begin with your employer for higher wages, job security and—improved working conditions.

**IT'S AS SIMPLE
AS THAT!**

**YOU WILL LIKE
WORKING IN
A UNION PLANT.**



**THAT'S
WHY
ALL THE
FUSS
ABOUT
UNION**

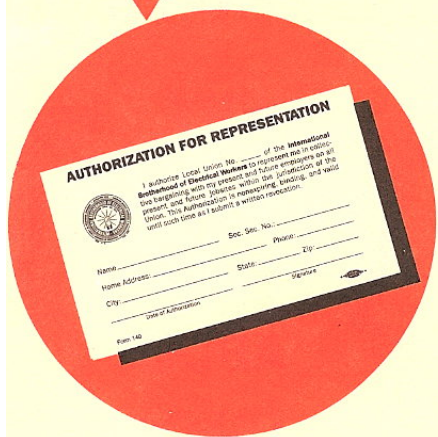
WHY NOT SIGN YOUR CARD TODAY!

Millions have
organized before you—
eventually
YOU will too!

DO IT NOW!

HELP YOURSELF TO
A BETTER FUTURE . . .

I.B.E.W.



Thank you
**FOR YOUR
HELP!**

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS (AFL-CIO & CLC)**

IBEW, Local Union 949

12908 Nicollet Avenue South

Burnsville, MN 55337

952-890-8484

Fax: 952-890-2241

E-mail: vguertin@ibewlocal949.org

Web: ibewlocalunion949.org