SOME QUESTIONS AND ANSWERS REGARDING THE UPCOMING UNION ELECTION ON SEPTEMBER 8, 2015

The Public Employee Labor Relations Board will be conducting a union election among employees of the Campus Safety department on September 8, 2015. The election is being held in the Conference and Training Room on the 1st floor of Keddy House. In this election, you will have the opportunity to cast a secret ballot as to whether or not you wish to be exclusively represented by the Teamsters, Local 633 for purposes of wage, hours and other terms and conditions of employment.

Many of you will have questions about what unionization means. To address some of those questions, we have put together this Q and A sheet for your information. Of course, this is not meant to address every issue or question that you may have. We encourage you to ask further questions on this most important decision.

1. HOW IS THE ELECTION CONDUCTED?

It is conducted by the Public Employee Labor Relations Board. During the times for the election on September 8th, you will go into the voting area and present yourself to the Board agent for voting. (You will need to bring a picture ID, either a driver’s license or some other form of photographic identification.) Your name will be checked off the official voting list and you will be given a ballot. You will be directed to a private area in the room where you can mark your ballot. The ballot will simply instruct you to mark with an “x” or check mark that you want the Teamsters to be your exclusive representative or that you vote “no representative.” There are no other choices on the ballot and there are no other unions involved in this election. Once you have marked your ballot you will then place it in the box where the Board agent sits. The Board agent will count the ballots when the final voting period is over. The election has been scheduled for September 8th as noted and all parties have agreed to the date, time, and eligibility of voters.

This election will be determined by a majority of those who actually vote, not those that are eligible. This is just like a political election. If the union wins a majority of those who actually turn out to vote, then the union is certified by the Labor Board as the exclusive bargaining representative of everyone in the voting unit. For example, there are 15 eligible voters for this election. If only 9 of those people vote, and if the union gets 5 of the 9 votes, then all 15 employees will be represented by the Teamsters. So as you can see, it is extremely important for everyone to cast a ballot.

It is also important to note that the outcome of the election is binding upon all employees whether they voted in favor of or against the Teamsters. You cannot opt out of being represented by the Teamsters if it wins an election.
2. **IF I PREVIOUSLY SIGNED AN AUTHORIZATION CARD FOR THE TEAMSTERS, DO I HAVE TO VOTE FOR THE TEAMSTERS IN THE ELECTION?**

   No, it doesn’t matter whether you signed a card or not. The card is merely an indication of interest. The actual election on September 8th is what determines whether or not the union is voted in and is conducted by the Labor Board using a secret ballot election. It doesn’t matter whether you previously signed a card or not. You are free to vote “no” even if you signed a union card before.

3. **I UNDERSTAND THE NEA IS ALSO ORGANIZING STAFF EMPLOYEES AT KEENE. DO I GET A CHANCE TO VOTE FOR THEM INSTEAD OF THE TEAMSTERS?**

   No. This election is only relevant to the Teamsters and the Campus Safety Department and has nothing to do with any activity by the NEA among other employees.

4. **IF THE TEAMSTERS WIN, AND IF THE NEA LATER FILES A PETITION TO REPRESENT ALL KEENE STAFF EMPLOYEES, WOULD I BE ELIGIBLE TO VOTE IN THAT ELECTION?**

   No. If the Teamsters win this election on September 8, you would be represented by the Teamsters only. It does not matter what the NEA does or doesn’t do with regard to other staff employees. You would not be eligible to vote in any other election if the Teamsters win this one.

5. **WHAT HAPPENS IF THE TEAMSTERS WIN?**

   In short, it means that the Union becomes the exclusive bargaining representative of all the employees in the campus safety bargaining unit. It means that the College cannot deal individually on changing the wages, hours or working conditions of such employees without negotiating with the Teamsters. It also means that the union will seek to bargain a collective bargaining agreement covering all employees. Bargaining topics include such items as scheduling, work assignments, shifts, on-call status, time off provisions, evaluations, grievance procedures, layoff provisions, discipline procedures, union security and compensation, among others.

6. **ARE EMPLOYEES AT KEENE STATE COLLEGE ALREADY REPRESENTED BY A UNION?**
Only our faculty. Our full time faculty members are represented by a union through the KSCEA and the College’s adjunct faculty members are represented through the KSCAA. Both units are affiliated with NEA-New Hampshire. Currently, Professional, Administrative, and Technical (PAT) Staff and Operating (OP) Staff are not represented by a union.

7. I UNDERSTAND THE SAME TEAMSTERS LOCAL REPRESENTS THE POLICE DEPARTMENT AT UNH. SINCE IT’S THE SAME UNION, WOULD I AS A STAFF MEMBER AT KEENE AUTOMATICALLY GET WHAT IS IN THAT UNH POLICE CONTRACT?

No, each bargaining unit bargains independently and the fact that the Teamsters already represents police elsewhere in the University System does not mean anything in terms of what may or may not go into a collective bargaining agreement for Keene Campus Safety employees.

8. IS THERE ANYTHING PROVIDED BY LAW THAT MUST GO INTO A COLLECTIVE BARGAINING AGREEMENT?

Except for the requirement of having a grievance procedure, nothing is mandated by law as to what goes into a union contract. The parties must bargain in good faith with the intent on reaching an overall agreement but that does not mean that either side has to make a concession to the other on any particular proposal.

9. WOULD I HAVE TO PAY UNION DUES OR FEES IF THE TEAMSTERS WIN THE ELECTION?

We cannot say for sure because this is a negotiable item. The Teamsters may propose in bargaining with the College that all employees in the bargaining unit must pay union dues or fees. Our unionized faculty members do have to pay dues or fees to the NEA. That is part of their union contra

10. WILL UNION REPRESENTATION MEAN HIGHER SALARIES AND INCREASED BENEFITS FOR CAMPUS SAFETY EMPLOYEES?

We cannot say for sure because this is a negotiable item. No one can predict the outcome of any round of collective bargaining. As a result of collective bargaining, you may end up
with more than you have now; the same as you have now; or less than you have now in various areas of compensation and in terms of your day to day working conditions. In any case, salaries will remain the same until a contract is agreed upon and signed.

11. IF THE UNION SHOULD WIN, DOES BARGAINING HAVE TO START WITH THE CURRENT WORKING CONDITIONS?

No, the College is free to propose changes at the table to the current working conditions of the Campus Safety employees. The Union can propose changes as well. No one can predict the outcome of such negotiations.