



So, you've built a strong majority support for your Union, HPAE, demanded recognition and filed for your Union election with the National Labor Relations Board (NLRB). Here is what you can expect next as you make your way towards winning your Union Voice.

1. **The NLRB will evaluate the petitions** over the next week or two and determine that you have the support needed to move forward to an election. **The election date and voting method will be announced** in the next couple of weeks.
2. The boss must (by law) share a **notification** with all coworkers showing there will be an election coming.
3. All along the way **the boss anti-union campaign will intensify**, those expensive union busters will cause typical "Labor Pains" like one on one meetings, misleading management flyers, and other attempts to stop you. But, remember, getting good information you can trust only comes from those in the Union and **the boss does not get a vote, so stay positive, get connected, and stand united!**
4. **Union supporters show public support for our Union** with positive demonstrations including wearing stickers and taking unity pictures. If someone asks for your photo, be sure they are taking an HPAE VOTE YES pic.
5. **The election will be held!** The vote is Yes or No, those wanting a **Union are encouraged to VOTE YES**. The decision is made by the majority of those who vote, and having big participation is important so you **WIN BIG**. To make sure that happens, your **Organizing Committee will make sure everyone knows when and how to vote**.
6. **Once you win your union voice, you will nominate your bargaining team and write your proposals for contract negotiations. Winning your Union means having the power to negotiate improvements to Wages, Benefits and Working Conditions as a united group in our hospital. Standing united as we make our way to the bargaining table is the Union way.**

WE ARE STANDING FOR

- Safety and PPE
- Fair Wages
- Safer Working Conditions
- Oversight in Transitions
- Safer Staffing
- Fair Rules and Recourse
- Job Security
- Equal Treatment for All

Have a question about organizing? Want to know what your manager *can and cannot* do under the law, while you form your union? Contact HPAE Organizer, Suzanne Collado at (732) 655- 8826. Get real information about our organizing campaign from those who know, not those trained by consultants on money that could be your PPE and hard-earned wages.