

YOUR RIGHTS DURING THE MAIL BALLOT ELECTION

RIGHT OF FREE CHOICE

- You have the right under federal law to consider whether being represented by SEIU Local 73 is the best choice for you. This choice should be free from intimidation, threats, or coercion from either the Union or the University.
- You have the right to vote “YES” or “NO” for a union regardless of whether or not you signed a union authorization card.

FREE SPEECH RIGHTS

- You have the legal right to speak and organize for or against union representation. Federal law protects your rights to:
 - Talk to your fellow faculty about your views for or against a union, just as you are allowed to discuss other personal matters.
 - Organize with your fellow faculty to make your collective views known about the advantages or disadvantages of SEIU representation at Loyola.
 - Distribute information about SEIU representation at Loyola.
 - Attend meetings or gatherings to discuss the pros or cons of SEIU representation—or the benefits of having a direct relationship with Loyola.
- You have the right to discuss unionization with your director or any other members of the Loyola administration at any time.
- You are free to speak with, or refuse to speak with, Union organizers or advocates who visit you or call you at home. There is no law or policy that requires faculty or staff to speak with Union or Loyola representatives either at home or in the workplace, and you are free to respond as you wish.

PRIVACY RIGHTS

- The NLRB will conduct a secret mail ballot election, meaning it is a private decision. No one has the right to see your ballot or fill one out for you. No one will know how you voted unless you choose to tell them.
- Loyola was required by law to give the NLRB and the Union a list of eligible voters. That list included personal contact information. Although our policy is to protect the confidentiality of your contact information, we were required by NLRB rules to produce it to the NLRB and the Union.
- If your request not to be contacted at your home is not respected, you may report it to the NLRB using the contact information below:

National Labor Relations Board
Region 13
Director: Peter Sung Ohr
Dirksen Federal Building
219 S. Dearborn St., Suite 808
Chicago, IL 60604-5208

PHONE: 312.353.7570
FAX: 312.886.1341

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