

# HOW IT WORKS

## ORGANIZING CAN BEGIN

Employees can meet/discuss with each other and employee organizations (union) during working hours and using County-owned communication channels and equipment.

## PETITION FOR ELECTION FILED

Employee organization (union) must demonstrate affirmative interest from a minimum of 30% of the proposed bargaining unit.

## DETERMINATION OF SUFFICIENCY

Director\* requires County\*\* to distribute notices to all employees in the proposed bargaining unit; Director requires County to provide employee information to the employee organization for all employees in the proposed bargaining unit; Director also determines if proposed bargaining unit is appropriate.

## SECRET BALLOT ELECTION

Director\* sets date for election, typically within 30-35 days from receipt of petition; employee organizations (union) can campaign.

## ELECTION

Employee organization (union) wins by 50% + 1 of those voting, NOT by majority of the total in the unit

**FAIL**

No  
employee  
organization  
is formed.

**PASS**

## CERTIFICATION

Director\* certifies the employee organization as the exclusive representative of the bargaining unit.

## COLLECTIVE BARGAINING

Negotiation of the collective bargaining agreement between the County (employer) and employees. Potential topics to be bargained can include topics related to wages, hours, and other conditions of employment.

## RATIFICATION

If both parties agree to the issues that have been introduced and bargained, the collective bargaining agreement is voted on/accepted by the bargaining unit. Employees in the bargaining unit are subject to all terms and provisions of the collective bargaining agreement, even if they differ from County policies, procedures, benefits, etc. The County (HR, Leaders, etc) must engage with all employees in the bargaining unit as defined by the collective bargaining agreement.

All employees in the bargaining unit are now covered by the collective bargaining agreement regardless of whether they voted in the election, voted for/against the employee organization, and whether they do/do not pay dues.

\*State \*\*Human Resources