



THE BILL PASSED NOW WHAT?

A STEP-BY-STEP PROCESS ON HOW HCPL EMPLOYEES GET THEIR UNION

PROVING THERE'S INTEREST

In order for a union election to happen, there has to be enough interest among the employees. To prove the employees are interested, they must fill out a card. The Library Workers Empowerment Act (LWEA) requires a minimum of 30% of employees submit a card. For this campaign, our cards are electronic. If you want to support having a union, please submit a card at:

<https://actionnetwork.org/forms/hcplsignup/>

*Together
We Can!*

FILING THE PETITION

LWEA becomes effective July 1, 2024, so election petitions can be filed on or after that date. The law permits automatic union recognition if a majority of the employees show interest by submitting union cards. Interest is confirmed by an independent third party, so your cards will always remain confidential.

VERIFYING THE INTEREST

A neutral party from the Federal Mediation and Conciliation Service (FMCS) will compare the submitted cards to a current employee roster to confirm interest. The employer NEVER receives the submitted employees' cards or names.

SECRET BALLOT ELECTION

An FMCS will conduct a secret ballot election if 30% of the employee interest is confirmed. If it is confirmed that more than 50% of the employees express interest, then FMCS can forego the election and recognize the union. The results are certified 7 days following the verification and election results.

THEN WHAT?

Once the election results are certified, a negotiating committee made up of union and employee representatives will be formed. The committee and management will negotiate a contract to guarantee your wages, hours, benefits and working conditions.

STAY IN THE LOOP

 @HCPL_United

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 HCPLunited.org

Bridget Fitzgerald, 301-213-4189

bfitzgerald@iamaw.org

