

## **Q & A: Voting on Kaiser's "Best" Offer**

Q: Who is eligible to vote?

A: All members in good standing are eligible. Good standing means current with dues payments. New employees who fill out an Application for Membership/Dues Deduction Authorization are also eligible.

Q: What is the process when I show up to vote?

A: Stewards, bargaining committee members, and/or NUHW staff will be conducting the vote. They will verify your eligibility from a membership list, ask you to sign in, then give you a ballot. You will mark your ballot in private and place it in a secure ballot box.

Q: How do we insure the votes are recorded accurately?

A: After the vote is complete at each location, two members will be asked to tally the votes and sign as witnesses to verify the accuracy of the vote count. Then the ballots, the signed tally sheets and the member sign-in sheets are placed together and returned to the Union office and kept for a year.

Q: The vote is scheduled at my location at a time I am not working, such as vacation. How can I vote?

A: We have scheduled votes over a three week period at 89 locations in Southern California and 67 locations in Northern California, including weekend days in our various offices. You may vote in any location at the time and date voting is scheduled. To preserve the integrity of the voting process, as described above, we do not allow proxy or absentee ballots.

Q: There is no vote scheduled at my location. Where can I vote?

A: You can vote at any location where and when a vote is scheduled. It is not possible to schedule a vote at every single location where our members work.

Q: The vote schedule says the vote location in my facility is TBD. How will I know where to vote?

A: At the time we made the vote schedule, we did not have meeting rooms secured for all locations. As we confirm locations, we will add them to the schedule, so you should continue to check the vote schedule up until the date of the vote. You may also check with your steward or NUHW staff.

Q: What does a “YES” vote mean? What does a “NO” vote mean?

A: A “YES” vote means you are willing to accept Kaiser’s “best” offer. A “NO” vote means you agree with the recommendation of your bargaining committee and are not willing to accept Kaiser’s “best” offer. If the majority of members vote “YES”, bargaining is essentially over. If a majority vote “NO”, our bargaining committee will go back into bargaining and still have the option to call for a strike if Kaiser does not further improve their offer. An overwhelming “NO” vote will send a strong message that Kaiser’s “best” offer is not nearly good enough.