

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 12**

**WINDSTREAM FLORIDA, LLC
d/b/a KINETIC**

Employer

and

TIMOTHY COLEMAN, an Individual

Case 12-RD-375660

Petitioner

and

**COMMUNICATIONS WORKERS OF AMERICA,
AFL-CIO, CLC**

Union

DECISION AND DIRECTION OF ELECTION

Windstream Florida, LLC d/b/a Kinetic (the Employer) is engaged in the business of providing voice, data, and video services over communication networks across the United States, including Florida. On November 10, 2025, Timothy Coleman (the Petitioner) filed the instant petition with the National Labor Relations Board (the Board) under Section 9(c) of the National Labor Relations Act (the Act) seeking to decertify Communications Workers of America, AFL-CIO, CLC (the Union) as the collective-bargaining representative of the following unit of approximately 148 employees:

Included: All full-time and regular part-time plant department employees, traffic department employees, and plant clerks in the engineering department, including network technicians, customer service technicians, construction tech – line workers, construction tech – splicers, storeroom persons, field service technicians, and buried drop technicians employed by the Employer in the State of Florida.

Excluded: All other engineering department employees, confidential employees, bookkeepers, plant accountants, professional employees, district managers, guards, and supervisors as defined by the Act.¹

On December 3, 2025, the instant petition was held in abeyance pending the investigation of unfair labor practice charges filed by the Union on December 2, 2025. On January 30, 2026, the Union filed a request to proceed notwithstanding the pending charge, and on February 12,

¹ The parties stipulated, and I find, that this is an appropriate unit within the meaning of Section 9(b) of the Act.

2026, I issued an order unblocking processing of the petition and provided the parties with notice of dates for a representation hearing and the submission of statements of position.

A hearing was conducted on February 24, 2026. The only issue in dispute is the method of voting. The Petitioner and the Employer favor a manual election. The Union favors a mail ballot election. The parties' respective positions are fully explained below. None of the parties took a position concerning the count of ballots.

Parties are not permitted to litigate election details, including whether to provide for manual or mail voting, or a combination of manual and mail voting. See Section 102.66(g)(1) of the Rules and Regulations of the National Labor Relations Board (the Board); *Halliburton Services*, 265 NLRB 1154 (1982); *Manchester Knitted Fashions*, 108 NLRB 1366, 1367-1368 (1954). Accordingly, the parties were permitted to state their positions and make relevant representations of fact at the hearing but were not permitted to present witness testimony.

I have carefully considered the parties' positions and the record as a whole, and I am directing a mail ballot election.

I. BACKGROUND

The Employer has 15 facilities in Florida where unit employees report to work. The employees at all 15 facilities start work at either 7:00 a.m. or 8:00 a.m. They report to their respective reporting sites daily to clock-in, attend a daily meeting, and pick up their work trucks. Then they proceed to their assigned work locations in the field. Employees return the work trucks to their respective reporting sites at the end of their shifts.

II. THE PARTIES' POSITIONS

A. The Employer's Position

The Employer proposes a manual election from 7:00 a.m. to 10:00 a.m. on a Friday with polling places at the conference rooms in its main facility in Alachua and its facilities in Live Oak, and Melrose, and that employees from the other 12 reporting sites travel to one of those three polls based on proximity. According to the Employer, Friday is the day of the week when the greatest number of employees are at work. The Employer's second choice of day is Thursday, its third choice is Wednesday, and its least preferred day is Monday because the Employer's experience is that it has the smallest attendance on Mondays. The Employer further proposes that on the day of the election, employees assigned to the 12 smallest reporting sites (the "satellite" sites), a total of 59 employees, or 40 percent of the unit employees, would first travel to their respective reporting sites, clock in, get their work trucks, and proceed to the closest poll, reflected in the below table.² The Employer further stated its position that a mixed manual-mail election is less desirable but would be preferable to a mail ballot election. The Employer did not specify terms for a mixed manual-mail election.

² The Employer also expressed a willingness to make whatever arrangements were necessary to conduct a manual election but was not specific.

Reporting Site	Voting Facility	Miles from Reporting Site to Voting Facility	Number of Employees Assigned to Site
Alachua (SR 235)*	Alachua	-	36
Alachua (satellite)	Alachua	0.9 ³	6
Branford	Alachua	31.3	6
Fort White	Alachua	17.4	2
High Springs	Alachua	7.7	3
Hilliard	Alachua	84.9	12
Lake Butler	Alachua	20.0	4
Live Oak*	Live Oak	-	30
Mayo	Live Oak	21.9	6
Jasper	Live Oak	16.9	3
Melrose*	Melrose	-	23
Reddick	Melrose	29.4	2
Crescent City	Melrose	51.7	6
Interlachen	Melrose	16.6	7
Hastings	Melrose	37.5	2

The Employer's main facility is at 13715 W. State Road 235, Alachua, Florida, where 36 unit employees report. According to the Employer, unit employees from the other 14 locations drive to the main facility weekly to pick up supplies, and approximately monthly to attend meetings. The Employer also represents that occasionally employees from reporting sites that have smaller groups of unit employees sometimes travel to the Employer's second and third largest reporting sites at 206 White Avenue SE, Live Oak, Florida, where 30 employees are assigned, and 865 North State Road 21, Melrose, Florida, where 23 employees are assigned. However, the record does not reflect how often these trips to Live Oak or Melrose occur. A total of 89 employees, or 60 percent of the total unit, work at the three largest reporting sites, and 59 employees, or 40 percent of the total unit, work at the other 12 reporting sites.

B. The Petitioner's Position

The Petitioner proposes that a manual election be held any day of the week from Tuesday through Friday and agrees with the voting times and polling locations proposed by the Employer. The Petitioner prefers a mail ballot election over a mixed manual-mail election.

³ The Employer provided the mileage information with respect to all sites except this one, which is .9 miles from the main Alachua facility. I take administrative notice of the mileage between the sites set forth in the chart based on a check of Google Maps, last viewed March 11, 2026. See *Bud Antle, Inc.*, 361 NLRB 873 (2014), incorporating by reference 359 NLRB 1257, 1257, fn.3 (2013).

The Petitioner reports to the Employer's main facility in Alachua. He represented that employees may not garage their work trucks at home without prior management approval. According to the Petitioner, it is not abnormal for employees to travel upwards of two hours during any given day to perform their work. He states that traveling is normal for some of the employees in the "outlying territories" (presumably referring to employees who report to sites other than the main facility). The Petitioner represented that during the week before the hearing he travelled a total of about 120 miles during two consecutive days. The Petitioner also represented that from March to October in 2025, all unit employees from Alachua, Melrose, and Live Oak worked at a location between Callahan and Hilliard, Florida, which he estimated to be 82 miles from Melrose, 97 miles from Live Oak, and 72 miles from Alachua. He noted that the employees work at various job sites where the Employer sends them on a daily basis and therefore they regularly travel.

In support of his position that a mail ballot election would be ineffective, the Petitioner contends that many employees live in rural areas and have post office boxes that are infrequently checked. He also asserts that only 25 percent of the employees voted in a mail ballot election conducted by the Union to determine its president in November 2024, and that the Union's membership list was inaccurate and resulted in returned mail.

C. The Union's Position

The Union prefers a mail ballot election because the reporting sites are spread out and it is concerned that traffic and the distances some employees would have to travel to polling places might prevent employees from voting manually. If a manual election is directed, the Union prefers that it be held on a Monday or Tuesday, at the times and locations proposed by the Employer.

III. ANALYSIS

The determination of the method of election is within the discretion of the Regional Director, so long as consideration is given to the relevant factors, and it is not an issue that subject to litigation at a representation hearing. See *Halliburton Services*, 265 NLRB 1154 (1982); *Manchester Knitted Fashions*, 108 NLRB 1366 (1954); see also, NLRB Casehandling Manual (Part Two), Representation Proceedings, Sections 11228, 11301.2, and 11301.4. The Board has held that the mechanics of an election, such as date, time, and place are left to the discretion of the Regional Director. See *Ceva Logistics U.S., Inc.* 357 NLRB 628 (2011). In addition, the Board has found that Regional Directors have the discretion to determine whether an election will be conducted manually or by mail ballot. See *Nouveau Elevator Industries*, 326 NLRB 470, 471 (1998).

As a general rule, elections should be conducted manually, and the Board has a strong preference for manual elections. NLRB Casehandling Manual (Part Two), Representation Proceedings, Section 11301.2; *San Diego Gas & Electric*, 325 NLRB 1143, 1150 (1998). Yet, the Board also has a history of conducting elections by mail when necessary. As the Board noted in *London's Farm Dairy, Inc.*, 323 NLRB 1057 (1997), "[f]rom the earliest days of the Act, the Board has permitted eligible voters in appropriate circumstances to cast their ballots by mail."

Specific to instances where mail or mixed manual-mail ballot elections are being contemplated, the Board has stated, in relevant part:

[w]hen deciding whether to conduct a mail ballot election or a mixed manual-mail ballot election, the Regional Director should take into consideration at least the following situations that normally suggest the propriety of using mail ballots: (1) where eligible voters are ‘scattered’ because of their job duties over a wide geographic area

San Diego Gas & Electric, supra. A Regional Director’s exercise of the broad discretion afforded by the Board in selecting the appropriate mechanics for an election will not be overturned “unless a clear abuse of discretion is shown.” *Nouveau Elevator Industries*, 326 NLRB 470, 471 (1998), citing *San Diego Gas & Electric*, 325 NLRB at 1144, fn. 4. It is also reasonable to consider an efficient use of Board resources, including the economic use of Board agents. *San Diego Gas & Electric*, 325 NLRB at 1145, fn 8.

After careful consideration of the parties’ positions and the above factors, I conclude that a mail ballot election will provide the best opportunity for all unit employees to vote and will be the most efficient use of Board resources. The 15 sites where unit employees report to work in this case are scattered throughout north central Florida in nine counties: Alachua County (both Alachua sites and the High Springs site),⁴ Suwannee County (the Branford and Live Oak sites), Nassau County (the Hilliard site), Union County (the Lake Butler site), Lafayette County (the Mayo site), Hamilton County (the Jasper site), Marion County (the Reddick site), Putnam County (the Crescent City and Interlachen sites), and St. Johns County (the Hastings site). Portions of the unincorporated community of Melrose, in which the Melrose site is located, are in Alachua, Bradford, Clay, and Putnam counties, and I have been unable to determine which of those counties is home to the Melrose site. A mail ballot election will ensure that employees, who are scheduled to report to their regular work sites as late as 8:00 a.m., do not miss the opportunity to vote because of traffic, vehicle problems, or insufficient time to travel from their reporting sites to one of the proposed polling places in time to cast a ballot while the polls are still open. Moreover, a mail ballot election will not require a deviation from the usual workday for the employees at the 12 “satellite” locations. I find that the fact that the employees regularly travel as part of their jobs, and sometimes travel to the proposed manual election sites as part of their jobs, is not a persuasive argument for a manual election in these circumstances

I also find the other arguments against a mail ballot election, including infrequently checked post office boxes, and a low turnout union election with an inaccurate membership list, to be unpersuasive. The voter list for the election conducted in this case will be prepared by the Employer, which is responsible for providing accurate names, addresses, and other contact information for all employees who are eligible to vote. The Employer will also be responsible for posting Notices of Election at each of the 15 reporting sites and electronically distributing the Notice of Election to all eligible voters if it customarily communicates with employees electronically, so employees will know the mail ballot period and other election details. Thus, all employees, including those who have post office box addresses, will have information available

⁴ I take administrative notice of the counties in which the reporting sites are located based on entries for each of the reporting sites in the Wikipedia website, last viewed on March 11, 2026.

to alert them to check their post office boxes regularly during the mail ballot period if they want to vote.

Consideration of the efficient use of Board resources also favors the direction of a mail ballot election because a manual election would require the dedication of 3 of the 5 Board agents assigned to the Tampa office, including significant travel time and costs.

For the above reasons, I am directing a mail ballot election.

IV. CONCLUSIONS

Based upon the entire record in this matter and in accordance with the discussion above, I conclude and find as follows:

1. The rulings of the Hearing Officer at the hearing are free from prejudicial error and are hereby affirmed.
2. The parties stipulated, and I find that the Employer is engaged in commerce within the meaning of the Act, and it will effectuate the purposes of the Act to assert jurisdiction herein.⁵
3. The parties stipulated, and I find that Communications Workers of America, AFL-CIO, CLC, is a labor organization within the meaning of Section 2(5) of the Act.
4. The parties stipulated, and I find that there is no contract bar in existence that would preclude the processing of this petition.
5. A question affecting commerce exists concerning the representation of certain employees of the Employer within the meaning of Section 9(c)(1) and Section 2(6) and (7) of the Act.

⁵ The parties stipulated that the Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the Act and is subject to the jurisdiction of the Board based on the following commerce facts: The Employer, Windstream Florida, LLC d/b/a Kinetic is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and is subject to the jurisdiction of the National Labor Relations Board. The Employer is a Florida limited liability company engaged in the business of providing voice, data, and video services over communication networks across the United States, including Florida, the only state involved in the instant petition. During the past twelve months, a representative period, the Employer in the course of its business operations, derived gross revenues from the sale of its services valued in excess of \$100,000, and purchased and received at its Florida facilities valued in excess of \$50,000 directly from points located outside the State of Florida.

6. The Unit described below is an appropriate unit within Section 9(b) of the Act:

Included: All full-time and regular part-time plant department employees, traffic department employees, and plant clerks in the engineering department, including network technicians, customer service technicians, construction tech – line workers, construction tech – splicers, storeroom persons, field service technicians, and buried drop technicians employed by the Employer in the State of Florida.

Excluded: All other engineering department employees, confidential employees, bookkeepers, plant accountants, professional employees, district managers, guards, and supervisors as defined by the Act.

V. DIRECTION OF ELECTION

A. Election Details

The National Labor Relations Board will conduct a secret ballot election among the employees in the unit found appropriate above. Employees will vote whether or not they wish to be represented for the purposes of collective bargaining by Communications Workers of America, AFL-CIO, CLC.

The election will be conducted by mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit at 9:30 a.m. on March 31, 2026, from the National Labor Relations Board, Region 12 Tampa office, located at 201 E. Kennedy Blvd., Ste. 530, Tampa, FL 33602 (Region 12 Tampa office). Employees who believe they are eligible to vote and do not receive a ballot in the mail by April 8, 2026 should contact the Region 12 Tampa office by calling (813) 228-2649 or (813) 228-2470 to arrange for a mail ballot kit to be sent to that employee. Voters must return their mail ballots so that they are received in the Region 12 Tampa office before the count of ballots begins on April 28, 2026 at 2:00 p.m. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be void. In order to be valid and counted, the returned ballots must be received in the Region 12 Tampa office prior to the counting of the ballots. The mail ballots will be counted at the Region 12 Tampa Office at 2:00 p.m. on April 28, 2026.

B. Voting Eligibility

Eligible to vote are those in the unit who were employed during the payroll period ending March 7, 2026, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off. In a mail ballot election, employees are eligible to vote if they are in the unit on both the payroll period ending date and on the date they mail in their ballots to the Board's designated office.

Employees engaged in an economic strike, who have retained their status as strikers and who have not been permanently replaced, are also eligible to vote. In addition, in an economic strike that commenced less than 12 months before the election date, employees engaged in such strike who have retained their status as strikers but who have been permanently replaced, as well

as their replacements, are eligible to vote. Unit employees in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause since the designated payroll period, and, in a mail ballot election, before they mail in their ballots to the Board's designated office; (2) striking employees who have been discharged for cause since the strike began and who have not been rehired or reinstated before the election date; and (3) employees who are engaged in an economic strike that began more than 12 months before the election date and who have been permanently replaced.

C. Voter List

As required by Section 102.67(1) of the Board's Rules and Regulations, the Employer must provide the Regional Director and parties named in this decision a list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available home and personal cell telephone numbers) of all eligible voters.

To be timely filed and served, the lists must be *received* by the regional director and the parties by **March 16, 2026**. The lists must be accompanied by a certificate of service showing service on all parties. **The region will no longer serve the voter lists.**

Unless the Employer certifies that it does not possess the capacity to produce the lists in the required form, the lists must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the lists must begin with each employee's last name and the lists must be alphabetized (overall or by department) by last name. Because the lists will be used during the election, the font size of the lists must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the lists is provided on the NLRB website at www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

When feasible, the lists shall be filed electronically with the Region and served electronically on the other parties named in this decision. The lists may be electronically filed with the Region by using the E-filing system on the Agency's website at www.nlr.gov. Once the website is accessed, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions.

Failure to comply with the above requirements will be grounds for setting aside the election whenever proper and timely objections are filed. However, the Employer may not object to the failure to file or serve the lists within the specified time or in the proper format if it is responsible for the failure.

No party shall use the voter lists for purposes other than the representation proceeding, Board proceedings arising from it, and related matters.

D. Posting of Notices of Election

Pursuant to Section 102.67(k) of the Board's Rules, the Employer must post copies of the Notice of Election accompanying this Decision in conspicuous places, including all places where notices to employees in the unit found appropriate are customarily posted. The Notice must be posted so all pages of the Notice are simultaneously visible. In addition, if the Employer customarily communicates electronically with some or all of the employees in the unit found appropriate, the Employer must also distribute the Notice of Election electronically to those employees. The Employer must post copies of the Notice at least 3 full working days prior to 12:01 a.m. of the day of the election and copies must remain posted until the end of the election. For purposes of posting, working day means an entire 24-hour period excluding Saturdays, Sundays, and holidays. However, a party shall be estopped from objecting to the nonposting of notices if it is responsible for the nonposting, and likewise shall be estopped from objecting to the nondistribution of notices if it is responsible for the nondistribution. Failure to follow the posting requirements set forth above will be grounds for setting aside the election if proper and timely objections are filed.

VI. RIGHT TO REQUEST REVIEW

Pursuant to Section 102.67 of the Board's Rules and Regulations, a request for review may be filed with the Board at any time following the issuance of this Decision until 10 business days after a final disposition of the proceeding by the Regional Director. Accordingly, a party is not precluded from filing a request for review of this decision after the election on the grounds that it did not file a request for review of this Decision prior to the election. The request for review must conform to the requirements of Section 102.67 of the Board's Rules and Regulations.

A request for review must be E-Filed through the Agency's website and may not be filed by facsimile. To E-File the request for review, go to www.nlr.gov, select E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. If not E-Filed, the request for review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001, and must be accompanied by a statement explaining the circumstances concerning not having access to the Agency's E-Filing system or why filing electronically would impose an undue burden. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review.

Neither the filing of a request for review nor the Board's granting a request for review will stay the election in this matter unless specifically ordered by the Board.

Dated: March 12, 2026.



David Cohen, Regional Director
National Labor Relations Board, Region 12
201 E. Kennedy Blvd., Suite 530
Tampa, Florida 33602-5824



United States of America
National Labor Relations Board
NOTICE OF ELECTION



PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See **VOTING UNIT** in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the **VOTING UNIT** on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. In a mail ballot election, employees are eligible if they are in the **VOTING UNIT** during both the designated payroll period and on the date they mail in their ballots. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election, or, in a mail ballot election, before the date they mail in their ballots, are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit at **9:30 a.m. on March 31, 2026**, from the National Labor Relations Board, Region 12, 201 E Kennedy Blvd Ste 530, Tampa, FL 33602 (Region 12 Tampa office). Voters must sign the outside of the envelope in which the ballot is returned. **Any ballot received in an envelope that is not signed will be automatically void.**

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by **April 8, 2026**, should contact the Region 12 Tampa office by calling (813) 228-2649 or (813) 228-2470 to arrange for a mail ballot kit to be sent to that employee.

Voters must return their mail ballots so that they are received in the Region 12 Tampa office before the count of ballot begins on **April 28, 2026 at 2:00 p.m.** Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be void. In order to be valid and counted, the returned ballots must be received in the Region 12 Tampa office prior to the counting of the ballots. The mail ballots will be counted at the Region 12 Tampa office at **2:00 p.m. on April 28, 2026.**

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government and does not endorse any choice in the election.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



VOTING UNIT

EMPLOYEES ELIGIBLE TO VOTE: All full-time and regular part-time plant department employees, traffic department employees, and plant clerks in the engineering department, including network technicians, customer service technicians, construction tech – line workers, construction tech – splicers, storeroom persons, field service technicians, and buried drop technicians employed by the Employer in the State of Florida, who were employed by the Employer during the payroll period ending March 7, 2026.

EMPLOYEES NOT ELIGIBLE TO VOTE: All other engineering department employees, confidential employees, bookkeepers, plant accountants, professional employees, district managers, guards, and supervisors as defined by the Act

 <p>UNITED STATES OF AMERICA National Labor Relations Board</p> <p>12-RD-375660 OFFICIAL SECRET BALLOT</p> <p>For certain employees of WINDSTREAM FLORIDA, LLC d/b/a KINETIC</p> 		
<p>Do you wish to be represented for purposes of collective bargaining by COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center; padding: 10px;"> <p>YES</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div> </td> <td style="width: 50%; text-align: center; padding: 10px;"> <p>NO</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div> </td> </tr> </table> <p style="font-size: 2em; opacity: 0.5; font-family: cursive;">sample</p>	<p>YES</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>	<p>NO</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>
<p>YES</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>	<p>NO</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>	
<p>DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.</p> <p>If you make markings inside, or anywhere around, more than one square, you may request a new ballot be referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.</p> <p><small>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</small></p>		

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government and does not endorse any choice in the election.



United States of America
National Labor Relations Board
NOTICE OF ELECTION



RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law

Anyone with a question about the election may contact the NLRB Office at (813)228-2641 or visit the NLRB website www.nlr.gov for assistance.