



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. 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 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. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to an NLRB agent. Your attention is called to Section 12 of the National Labor Relations Act which provides: ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

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, and also include employees in the military service of the United States who appear in person at the polls. 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 are *not* eligible to vote.

SPECIAL ASSISTANCE: Any employee or other participant in this election who has a handicap or needs special assistance such as a sign language interpreter to participate in this election should notify an NLRB Office as soon as possible and request the necessary assistance.

PROCESS OF VOTING: Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

CHALLENGE OF VOTERS: If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, go to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenge envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later, if necessary.

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 voting place and at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.



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**Northwestern University
Chicago, IL**

**13-RC-307313
Stipulated**

VOTING UNIT

EMPLOYEES ELIGIBLE TO VOTE:

Included: Graduate students enrolled in Northwestern University degree programs who are providing instructional and research services for the University, including graduate assistants, teaching assistants, research assistants, and fellows; who were employed by the Employer during the payroll period ending December 10, 2022 for biweekly employees and during the payroll period ending November 30, 2022 for monthly employees.

EMPLOYEES NOT ELIGIBLE TO VOTE:

Excluded: All other employees; graduate students who are not providing instructional or research services for the University; undergraduate students; graduate students not seeking Northwestern degrees, including visiting students; graduate student graders, tutors and proctors who are not otherwise providing instructional or research services for the University; Assistant Chairs in residential colleges; Residential Assistants; students enrolled in the Pritzker School of Law; M.D. seeking students in the Feinberg School of Medicine (including M.D./Ph.D. students in Feinberg who are in their M.D. phase of studies); students enrolled in the Medill School of Journalism; office clericals; managers; guards and supervisors as defined in the Act.

DATE, TIME AND PLACE OF ELECTION

Tuesday, January 10, 2023	10am-Noon and 4pm-6pm	Lurie Medical Research Center, Room 1-165 – Gray Seminar Room 303 E. Superior Street, Chicago, IL 60611
Tuesday, January 10, 2023	10am-1pm and 4pm-7pm	Parkes Hall – Room 122 1870 Sheridan Road, Evanston, Illinois 60208
Tuesday, January 10, 2023	10am-2pm and 4pm-8pm	Mudd Library – Large Classroom 2210 2233 Tech Drive, Evanston, Illinois 60208
Wednesday, January 11, 2023	10am-Noon and 4pm-6pm	Lurie Medical Research Center, Room 1-165 – Gray Seminar Room 303 E. Superior Street, Chicago, IL 60611
Wednesday, January 11, 2023	10am-1pm and 4pm-7pm	Parkes Hall – Room 122 1870 Sheridan Road, Evanston, Illinois 60208
Wednesday, January 11, 2023	10am-2pm and 4pm-8pm	Mudd Library – Large Classroom 2210 2233 Tech Drive, Evanston, Illinois 60208

EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.

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.



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UNITED STATES OF AMERICA
National Labor Relations Board
13-RC-307313



OFFICIAL SECRET BALLOT

For certain employees of
NORTHWESTERN UNIVERSITY

Do you wish to be represented for purposes of collective bargaining by

**UNITED ELECTRICAL, RADIO AND
MACHINE WORKERS OF AMERICA (UE)?**

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES	NO
<input type="checkbox"/>	<input type="checkbox"/>

Sample

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. If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

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.



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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 polls for the election first open or the mail ballots are dispatched in a mail ballot election
- 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 (312)353-7570 or visit the NLRB website www.nlr.gov for assistance.

Parkes Hall (Evanston)

Department

African American Studies
Anthropology
Art History
Art, Theory, Practice
Comparative Literary Studies
English
French and Italian
German Literature and Critical Thought
History
Linguistics
Math
Music
Performance Studies
Philosophy
Political Science
Psychology
Religious Studies
Screen Cultures
Sociology
Spanish and Portuguese
Statistics
Theater and Drama
Slavic Languages and Literatures
Acting MFA
Design MFA
Directing MFA
Documentary Media MFA
MFA-MA Creative Writing & English
Writing MFA
Doctor of Musical Arts
Master of Music
MS Communication
MA Sound Arts & Industries

Mudd Library (Evanston)

Department

Accounting Information and Management
Applied Physics
Biomedical Engineering
Chemical and Biological Engineering
Chemistry
Civil and Environmental Engineering
Communication Sciences and Disorders
Communication Studies/Rhetoric and Public Culture
Computer Science
Computer Science and Learning Sciences
Earth and Planetary Sciences
Economics
Electrical and Computer Engineering
Engineering Sciences and Applied Mathematics
Finance
Financial Economics
Human Development and Social Policy
Industrial Engineering and Management Sciences (IEMS)
Interdisciplinary Biological Sciences (IBIS)
Learning Sciences
Management and Organizations and Sociology (MORS)
Management and Organizations
Managerial Economics and Strategy
Marketing
Materials Science and Engineering
Mechanical Engineering
Media, Technology, and Society
Operations Management
Physics and Astronomy
Plant Biology and Conservation
Technology and Social Behavior
Theoretical and Applied Mechanics
Computer Science and Learning Sciences
Learning Sciences
Human Development and Social Policy
Accounting Information and Management
Finance
Financial Economics
Management and Organizations
Managerial Economics and Strategy
Marketing
Operations Management
Economics

Astronomy PhD
Physics PhD
Master Bus. Admin
MS in Design
Master Bus Admin/Artificial Int
MS Management Studies
Master of Engineering Management
MS Project Management
MS Biotech
MS Analytics
MS Information Technology
MS Product Design & Development
MS Executive Management Design and Construction
MS Artificial Intelligence
MS Robotics
MS Energy and Sustainability
MSED Education and Social Policy

Lurie Medical Research Center (Chicago)

Department

Driskill Graduate Program (DGP)
Interdepartmental Neuroscience Program (NUIN)
Medical Scientist Training Program
Clinical Psychology
Health Sciences Integrated PhD
Masters, Public Health
MA, Public Policy & Administration
MA, Sports Administration
MS, Computer Info Systems
MS, Data Science
MS, Global Health
MS, Health Analytics
MS, Health Informatics
MS, Information Design & Strategy
MS, Information Systems
MS, Medical Informatics
MS, Predictive Analytics
MS, Regulatory Compliance
MA, Liberal Studies
MA, Literature
MA, Creative Writing
MA, Writing
MFA, Creative Writing
MFA, Prose and Poetry