

Office of the Governor Public Employee Labor Relations Board

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Questions frequently asked about labor-management relations

1. Who conducts the vote for an election and who pays the cost for an election?
 - o **Answer:** If the State Board is conducting the election, the State Board pays it's staff, pays for preparing the ballots and any other costs involved, if a local board is conducting the election it will, more than likely, contract with some independent party to conduct the election for the local board.
 - o **Answer:** Yes, if an on site election is conducted all employees in the bargaining unit may vote. When a Card Count (count of authorization cards) is done then people vote for the union by signing a card or against the union by not signing a card.
 - o **Answer:** Fair Share is the amount paid by non-union members in a bargaining unit to the union for their representation of bargaining unit members. The union has a duty to represent all bargaining unit members not only union members. The Courts have stated what costs are allowed to be passed on to non-union members and what items are not allowed. Fair Share is a permissive bargaining issue.
2. Will all employees affected by the organizing efforts have an opportunity to vote?
3. What does Fair Share mean?
 - o **Answer:** Fair Share is the amount paid by non-union members in a bargaining unit to the union for their representation of bargaining unit members. The union has a duty to represent all bargaining unit members not only union members. The Courts have stated what costs are allowed to be passed on to non-union members and what items are not allowed. Fair Share is a permissive bargaining issue.
4. Is there any mechanism, other than a vote, for employees to organize?
 - o **Answer:** A public employer may voluntarily recognize a union as the exclusive bargaining agent for public employees. The certification is only possible after a majority showing on the part of the union, usually by authorization cards signed by a majority of employees.
5. What is the definition of an appropriate bargaining unit?
 - o **Answer:** An appropriate bargaining unit is a group of employees designated by the board or local board for the purpose of collective bargaining.
6. What if a unit is organized and employees are unhappy with the union?
 - o **Answer:** There is a procedure for decertification of an exclusive bargaining agent (union). The procedure is the same for decertification as it is for certification.