INSTRUCTIONS TO ELIGIBLE EMPLOYEES VOTING BY MAIL

The election will be conducted in part in-person and in part by mail.

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 conducted in part 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.

The election will be conducted in part in-person and in part by mail.

The arrangements for the mail ballot portion of the election in this matter are as follows:

Date and Time Mail Ballots to be Sent to Voters: Friday, October 6, 2023 at 2:00 p.m.

Date Voters Are Requested to Notify Regional Office if Mail Ballot Not Received or Replacement Ballot Is Needed: Thursday, October 19, 2023

Date Mail Ballots From Voters Must Be Received by Regional Office: Wednesday, November 8, 2023

Date, Time and Place of Ballot Count: The ballot count will be held on Thursday, November 9, 2023, at 10:00 a.m. at the Region 10 office located at 410 W. Peachtree Street, NW, Suite 472, Atlanta, GA 30308.

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

INSTRUCTIONS TO ELIGIBLE EMPLOYEES VOTING BY U.S. MAIL

VOTING UNIT

ELIGIBLE VOTERS: Those eligible to vote in the election are individuals who were employed in a unit position in the Fall 2023 semester; unless the person has graduated from or withdrawn from the program on the day on which they cast their vote.

EMPLOYEES ELIGIBLE TO VOTE:
Those eligible to vote are: All PhD students enrolled at Emory University in the Laney Graduate School at its Atlanta, Georgia campus who provide instructional or research services for Emory University, including teaching assistants, research assistants, teaching associates, instructors of record, graders, and Biomedical Engineering PhD students whose primary faculty advisor is based at Emory University.

EMPLOYEES NOT ELIGIBLE TO VOTE:
Those not eligible to vote are: All other employees, graduate students who are not seeking PhD degrees offered through the Laney Graduate School, graduate students who are not providing instructional or research services for Emory University, all other graduate students, undergraduate students, master's students, Biomedical Engineering PhD students whose primary faculty advisor is based at Georgia Tech, office clericals, managers, guards and supervisors as defined in the Act.

OTHERS PERMITTED TO VOTE (CHALLENGED BALLOTS): All first-year Biomedical Engineering PhD students enrolled in the Laney Graduate School, and who provide instructional or research services for Emory University, including teaching assistants, research assistants, teaching associates, instructors of record, and graders may vote in the election, but their ballots will be challenged since their eligibility has not been resolved. No decision has been made regarding whether the individuals in these classifications or groups are included in, or excluded from, the bargaining unit. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election.
UNITED STATES OF AMERICA
National Labor Relations Board
10-RC-324546
OFFICIAL SECRET BALLOT
For certain employees of
EMORY UNIVERSITY
Do you wish to be represented for purposes of collective bargaining by
WORKERS UNITED SOUTHERN REGIONAL JOINT BOARD?
MARK AN "X" IN THE SQUARE OF YOUR CHOICE

IF YOU ARE CASTING THIS BALLOT MANUALLY, AT A PollING PLACE WITH A BOARD AGENT PRESENT, follow these Instructions:
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.
IF YOU ARE CASTING THIS BALLOT BY MAIL: See enclosed instructions.
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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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 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 Region 10 Atlanta Regional Office at (404) 331-2896, or 1-844-762-NLRB, or visit the NLRB website www.nlrb.gov for assistance.

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