

CRT UNION ELECTION

FREQUENTLY ASKED QUESTIONS

1. When is the election?

The voting period will be from December 12, 2024 through January 8, 2025. Once you receive your Ballot Information Packet, you may vote at any time during that period. We recommend you vote as soon as you open the packet to avoid forgetting!

2. What is the Ballot Information Packet?

All eligible and potentially eligible employees will be mailed a Ballot Information Packet by December 11 from the Federal Labor Relations Authority (FLRA). The Ballot Information Packet will be mailed to the address you have on file with CRT. This "packet" is a standard business envelope and will include the Voting Instructions and unique numbers that are only assigned to you. You will vote on the internet or by phone and it only takes a couple of minutes.

3. What question is on the ballot?

Employees will be given the opportunity to vote either "YES" or "NO" on the question: Do you wish to be represented for the purpose of exclusive recognition under the provisions of the Federal Service Labor-Management Relations Statute, by the National Treasury Employees Union (NTEU)?

We, the Steering Committee, recommend that everyone votes "YES" on this question to have a strong, representative union at CRT!

4. What if I didn't change my address in time?

Once the polls open on December 12, you may contact the FLRA at 771-444-5787 to request a new Ballot Information Packet at your current address. Reference Case Number: WA-RP-24-0077. We recommend that you call before December 26 to receive your packet in time to vote before the voting period ends at 11:59 pm on January 8, 2025.

5. What if I don't receive/lose my ballot information packet?

If you still haven't received or found your packet by December 20, you may contact the FLRA at 771-444-5787 to request a new Ballot Information Packet. Reference Case Number: WA-RP-24-0077. We recommend that you call before December 26 to receive your packet in time to vote before the voting period ends at 11:59 pm on January 8, 2025.

6. Do I have to mail something in?

No. You will vote by internet or phone, and it only takes a couple of minutes!

7. What if I leave the agency/get promoted before January 8, 2025?

You would not be eligible to vote in the election. If you participate, your ballot will not be counted.



8. What if I am on leave/travel/detail? Is there an absentee ballot option?

There is not an absentee ballot option for the election. You can vote from anywhere with access to a phone (it's a toll-free number) or the internet. If you have access to your mail (or the contents of), you can participate in the election.

9. How is eligibility determined?

The FLRA determines eligibility based on the applicable statute. The FLRA provides guidance on what job functions would create conflicts of interest in various categories. Most non-supervisory, non-personnel and non-confidential employees are eligible to be in the union. If you have questions about your eligibility, you can reach out to the Steering Committee, NTEU Organizer, Lee Fischer at lee.fischer@nteu.org or the FLRA agent assigned to our election, Sarah Kurfis, at 771-444-5787.

10. Will anyone know how/if I voted?

No one will ever know how you voted, including the FLRA. However, there will be a record of everyone who votes so that all parties can ensure that only eligible voters participate. Voters who are in disputed positions will have their votes held and those votes will only be counted if their outcome could be determinative of the total election results. If that were to happen, the FLRA would conduct a hearing to resolve the disputes before the final tally of votes.

11. Why should I vote for NTEU?

We need a protected voice in the workplace as we work to protect the public! With NTEU, we get back up from skilled professionals who have secured countless victories, including protecting telework and remote work, compensation for bar dues and CLE, travel protections, and much more, at other represented agencies. We deserve a seat at the table to negotiate, just like most federal employees. Vote "YES" for NTEU!

12. What happens after the election?

There is a five-business day waiting period during which any party can file an objection to potentially illegal conduct that could affect the outcome of the election. Assuming no party files an objection (this is incredibly rare), NTEU will be certified as the exclusive representative for the "professional" employees of CRT by January 17th, 2025. At that point, we will immediately be represented by NTEU in the workplace, in the legislature, and in the courts. Additionally, our working conditions and terms of employment are frozen and CRT management cannot make any changes without FIRST negotiating with the union.

We will begin forming our chapter of NTEU (interim officers appointed, voting on bylaws, training stewards, preparing for dues deductions, etc.) and simultaneously preparing to negotiate a collective bargaining agreement.

13. What can I do to help?

We are looking for Get Out the Vote (GOTV) Helpers! Can you commit to reminding 1-3 people about the election? We want to show CRT that we are excited to build our union and ready to negotiate a contract-Winning Big Sends a Big Message! So every vote counts! Talk to a Steering Committee Member or our NTEU Organizer, Lee Fischer, to get involved.