

Q: WHAT IS THE PROCESS FOR JOINING THE GUILD?

The National Labor Relations Act requires Employers to bargain with the representative selected by each bargaining unit. If employee pharmacists wish to join the Guild the NLRB needs to be petitioned for an election. The Guild will do that. If at least 30% of pharmacists in the bargaining unit (company) support the petition by signing it authorizing the Guild to represent then the Guild would file the petition with the National Labor Relations Board (NLRB). The NLRB would then conduct a secret ballot election. The ballot would include a choice to vote for the Guild and a choice to vote for no union representation. If a majority of voters (50 percent plus one) vote for the Guild, then the Guild will win the election and, unless the election is challenged, the NLRB will certify the Guild as the new pharmacists representative for negotiation and representation.

Q: HOW LONG TO COLLECT THE SIGNATURES NEEDED FOR THE 30%?

The signatures collected are good for one year. 30% is the minimum but more is better. Having a large percentage of authorizations tells employers, up front, they will need to negotiate seriously.

Q: HOW LONG BETWEEN SUBMITTING THE PETITION TO THE NLRB AND THE FINAL ELECTION?

Once the petition is submitted, the NLRB will meet with the employer to determine the election method - either in-person voting or mail ballot - and the election timing. This usually takes 4 to 6 weeks.

COULD THE ELECTION BE CHALLENGED BY THE EMPLOYER? So long as 30% or more sign the petition requesting an election, the NLRB will conduct an election. The employer cannot prevent an election from occurring.

Q: WHO WILL BE ON THE NEGOTIATING COMMITTEE?

A negotiating team will consist of employee pharmacists chosen from volunteers. Negotiations will be led by an experienced Guild negotiator, with additional Guild support staff, but the primary work and decisions will be by the employee pharmacists.