



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.



**United States of America
National Labor Relations Board
NOTICE OF ELECTION**



VOTING UNIT

EMPLOYEES ELIGIBLE TO VOTE: All postdoctoral researchers who have received a doctorate or its professional equivalent who provide services to Columbia University, including Postdoctoral Research Scientists, Postdoctoral Research Scholars, Postdoctoral Research Fellows, Associate Research Scientists, and Associate Research Scholars at all of the Employer's facilities who were employed by the Employer during the payroll period ending September 15, 2018, and those paid by stipends on September 1, 2018.

EMPLOYEES NOT ELIGIBLE TO VOTE: All other employees, including Postdoctoral Clinical Fellows and Postdoctoral Residency Fellows, guards and supervisors as defined in the Act.

DATE, TIME AND PLACE OF ELECTION

Tuesday, October 2, 2018	11:00 a.m. – 1:00 p.m.	Lamont-Doherty - GeoScience Center GeoScience Center, Room 113 at the Employer's facility located at 61 Route 9W, Palisades, New York
Tuesday, October 2, 2018	10:00 a.m. – 11:00 a.m.	Nevis Laboratory, Irvington, NY The Library at 136 South Broadway Library at the Employer's facility located at 136 South Broadway, Irvington, New York
Tuesday, October 2, 2018	1:00 p.m. – 3:00 p.m.	Manhattanville – Jerome L. Greene Science Center Room L7-119, 7th floor located at 3227 Broadway, New York, New York
Tuesday, October 2, 2018	10:00 a.m. – 2:00 p.m. 3:00 p.m. – 7:00 p.m.	Morningside Heights Campus – Earl Hall 2nd floor auditorium, at the Employer's facility located at 116th Street and Broadway, New York, NY
Tuesday, October 2, 2018	10:00 a.m. – 2:00 p.m. 3:00 p.m. – 7:00 p.m.	Columbia University Medical Center – Hammer Building The Study Lounge, Room LL1-104, Columbia University Medical Center, Julius & Armand Hammer Health Sciences Building, at the Employer's facility located at 701 West 168th Street, New York, NY
Wednesday, October 3, 2018	11:00 a.m. – 1:00 p.m.	Lamont-Doherty - GeoScience Center GeoScience Center, Room 113 at the Employer's facility located at 61 Route 9W, Palisades, New York
Wednesday, October 3, 2018	10:00 a.m. – 2:00 p.m. 3:00 p.m. – 7:00 p.m.	Morningside Heights Campus – Earl Hall 2nd floor auditorium, at the Employer's facility located at 116th Street and Broadway, New York, NY



United States of America
National Labor Relations Board



NOTICE OF ELECTION

DATE, TIME AND PLACE OF ELECTION (CONT)

Wednesday, October 3, 2018	10:00 a.m. – 2:00 p.m. 3:00 p.m. – 7:00 p.m.	Columbia University Medical Center – Hammer Building The Study Lounge, Room LL1-104, Columbia University Medical Center, Julius & Armand Hammer Health Sciences Building, at the Employer's facility located at 701 West 168th Street, New York, NY
----------------------------	---	---

VOTERS SHOULD PRESENT UNIVERSITY IDENTIFICATION OR SOME OTHER ACCEPTABLE FORM OF IDENTIFICATION, SUCH AS DRIVERS LICENSE. VOTERS WITHOUT IDENTIFICATION MAY BE SUBJECT TO CHALLENGE, PROVIDED THAT THE OBSERVER RAISES THE CHALLENGE.

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

EMPLOYEES ARE EXPECTED TO VOTE AT THE CAMPUS TO WHICH THEY ARE ASSIGNED.

EMPLOYEES WHO VOTE AT ANOTHER LOCATION MAY DO SO SUBJECT TO CHALLENGE.

THE BALLOTS WILL BE COMMINGLED AND COUNTED AT THE OFFICES OF THE NATIONAL LABOR RELATIONS BOARD, REGION 2, 26 FEDERAL PLAZA, ROOM 3614, NEW YORK, NEW YORK, ON THURSDAY, OCTOBER 4, 2018, AT 10:00 A.M.

	UNITED STATES OF AMERICA National Labor Relations Board 02-RC-225405	
OFFICIAL SECRET BALLOT		
For certain employees of TRUSTEES OF COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK		
Do you wish to be represented for purposes of collective bargaining by COLUMBIA POSTDOCTORAL WORKERS AND UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (CPW-UAW)?		
MARK AN "X" IN THE SQUARE OF YOUR CHOICE		
YES <input type="checkbox"/>	NO <input type="checkbox"/>	
DO NOT SIGN THIS BALLOT. Fold and drop in the ballot box. If you spoil this ballot, return it to the Board Agent for a new one.		
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.		



**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 Office at (212)264-0300 or visit the NLRB website www.nlrb.gov for assistance.