

Participate in Your USC Future

Your Guide to Voting in the NLRB Mail Ballot Election



The National Labor Relations Board (NLRB) will conduct a secret mail-in ballot election to determine whether or not eligible faculty may be unionized by United Faculty-United Automobile Workers (UAW). This guide contains important information to prepare you for voting in the mail-in ballot NLRB election.

EMPLOYEES* ELIGIBLE TO VOTE

All full-time, part-time, and adjunct Research-Track, Teaching-Track, Practitioner-Track, and Clinical-Track faculty (“RTPC Faculty”) employed by the University of Southern California in Los Angeles County, during the payroll period ending February 28, 2026.

Note that Bovard College faculty are eligible to vote, although they teach remotely.

EMPLOYEES* EXCLUDED FROM THE VOTE

All tenured or tenure-track faculty; all faculty in the Keck School of Medicine; all faculty employed at Children's Hospital Los Angeles; all part-time and/or adjunct faculty in the USC School of Cinematic Arts; all visiting faculty; all emeritus faculty; all RTPC faculty permanently employed outside Los Angeles County; all non-faculty employees; and all managers, guards, and supervisors as defined in the Act, as amended.

*The NLRB classifies eligible voters generically as “employees” in certain materials related to the election and unionization. The University is committed to referring to eligible voters as faculty where possible.

KEY DATES

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
APR 19	20	21	22	23	24	25
26	27	28	29	30	MAY 1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23

April 24: Ballots will be mailed to home addresses on file of eligible voters from the National Labor Relations Board, Region 31 Office at 5:00 P.M.

May 6: Employees who believe that they are eligible to vote and did not receive a ballot by this date should immediately call the National Labor Relations Board, either at the Region 31 Office: (310) 235-7351 or the NLRB’s national toll-free line: (844) 762-6572.

May 15: To be counted, your ballot must be received at the Region 31 NLRB Office **by 5:00 P.M.**

May 18: All ballots will be commingled and counted at the Region 31 NLRB Office at 10:00 A.M.

MAKE YOUR VOICE HEARD

UAW seeks to unionize about 2,700 RTPC—full-time, part-time, and adjunct—faculty in a single bargaining unit. Consider this scenario:

⇒ **2,700**

RTPC faculty members in the voting group

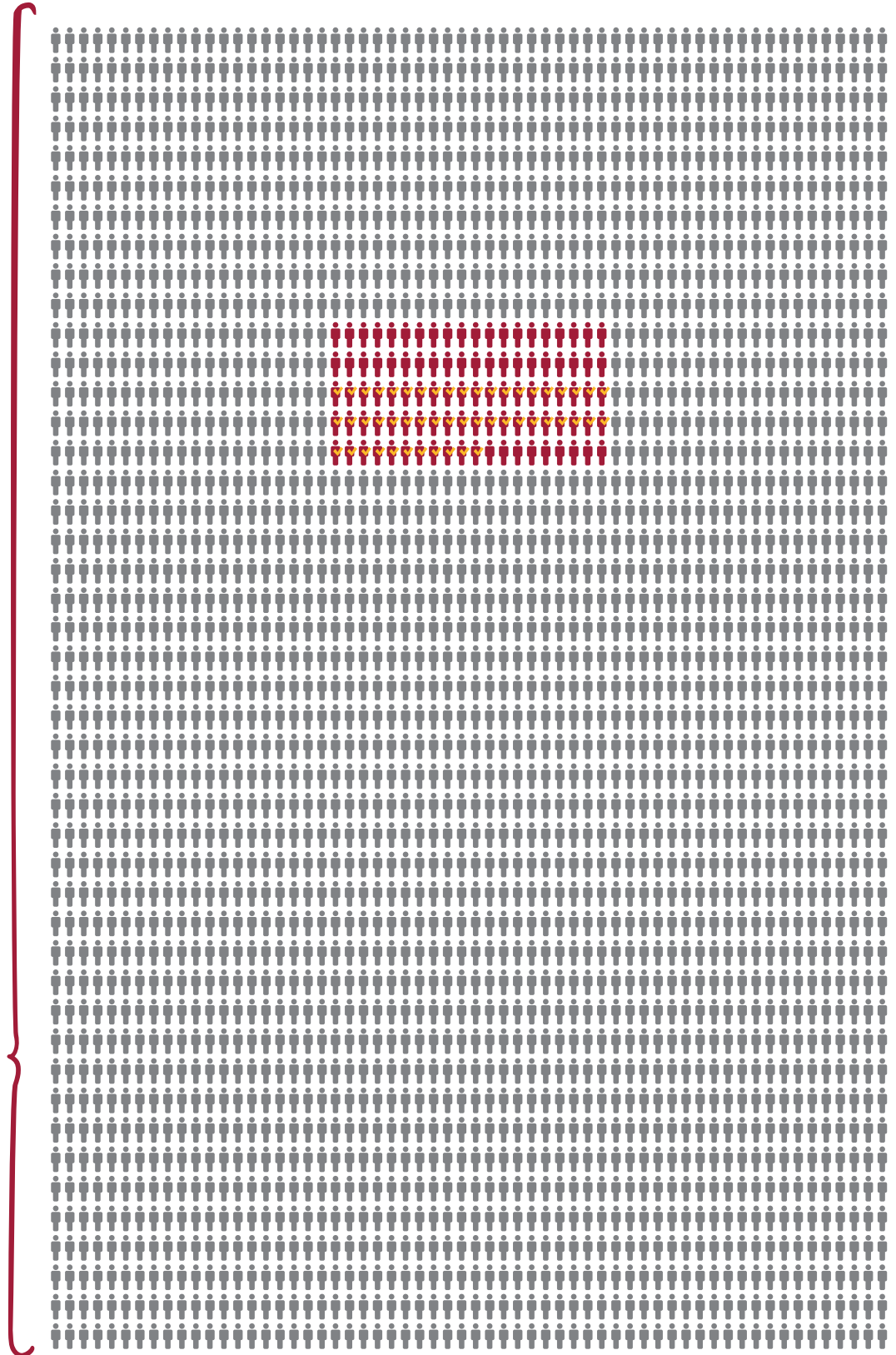
↙ **100**

eligible faculty vote

↙ **51**

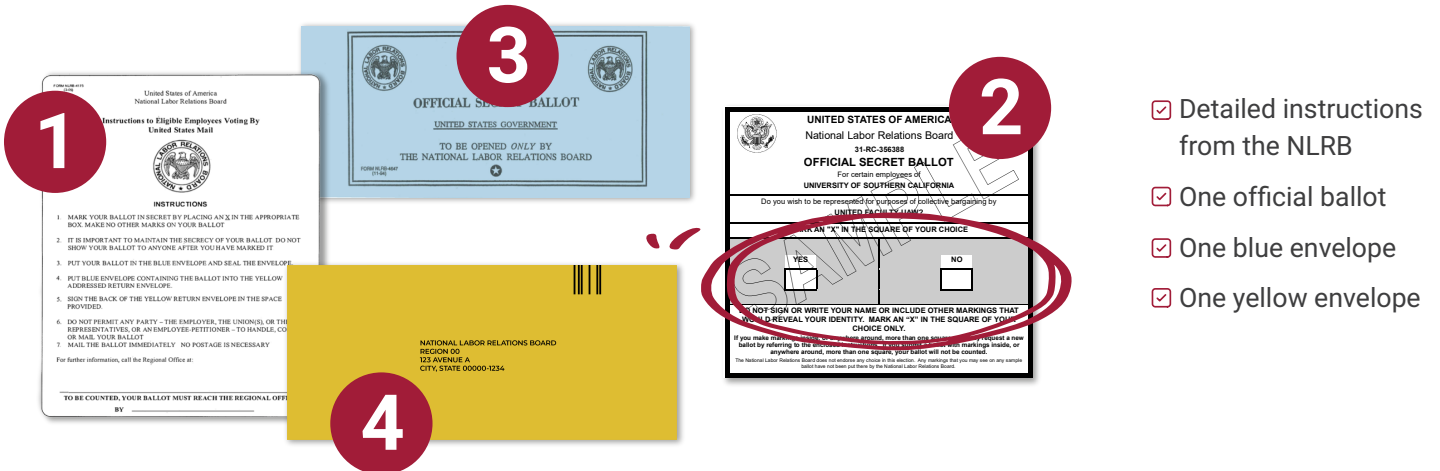
of those vote for the union

⇒ **Those 51 faculty make the decision for 2,700 RTPC faculty to become unionized employees with the United Auto Workers.**



VOTING PROCESS

Your voter kit will arrive in a brown envelope. Each voter kit comes with the following materials:



- 1 Review the instructions provided by the NLRB.
- 2 Mark 'No' or 'Yes' in the square of your choice to answer the following question: **"Do you wish to be represented for purposes of collective bargaining by United Faculty-UAW?"**
- 3 Place the completed ballot in the blue envelope.
- 4 Seal the blue envelope and then place it in the yellow pre-addressed postage-paid envelope.
- 5 Seal the yellow envelope and sign your name on the back, across the envelope flap. You must sign your name in the appropriate spot in order for your ballot to be counted.



The NLRB must receive your ballot in the mail by 5:00 P.M. on Friday, May 15.

KEY POINTS TO REMEMBER

- Do not sign or identify yourself in any way on either the ballot or the blue envelope.
- You must sign your name on the flap of the yellow pre-addressed postage-paid envelope.
- If you make a mistake on your ballot, please call the NLRB immediately to request a new ballot.
- **Any ballot received in a yellow envelope that is not signed will be automatically void.**



REMEMBER:

- This is a secret ballot election – no one will know how you vote.
- You may vote in the election whether or not you signed a union authorization card.
- An authorization card is not the same as a vote.
- You may vote "No" or "Yes" in the election, even if you already signed a union authorization card.
- This will be your only opportunity to participate in the election and decide if you want you and your fellow faculty members to be unionized employees.

FAQS

Q: Is every ballot vote submitted by mail?

A: Yes. After listening to faculty members' concerns, the University advocated for and secured an agreement with the NLRB for a mail-in ballot election to ensure that every eligible faculty has the opportunity to vote.

Q: Where do I send my ballot? Do I need to pay for postage?

A: The return address will be pre-printed on the yellow envelope when you receive it from the NLRB, and postage will be pre-paid.

Q: Will anyone know how I vote?

A: No, this is a 100% secret ballot election. The NLRB has assigned a unique key number to each eligible voter so it can match the ballot against the voter list. Your actual ballot will remain secret and confidential.

Q: What happens if the NLRB receives my ballot after the May 15 deadline?

A: The NLRB must receive your ballot by mail by 5:00 P.M. on May 15 for your vote to count. If the NLRB receives your ballot after this deadline, your vote will not be counted.

Q: When will the election outcome be announced?

A: The NLRB will count ballots on May 18. Typically, results are shared once the ballots are counted.

**DON'T LET A FEW DECIDE FOR ALL.
MAKE THE CHOICE THAT PROTECTS YOUR VOICE.**

VOTE.

Visit provost.usc.edu/unionization or scan the QR code for full election details and voting instructions:

