



Frequently Asked Questions (FAQs) During a Union Organizing Campaign

As you know, the International Alliance of Theatrical Stage Employees, Local 745, is seeking to represent a group of our Broadcast Technology Game Day Staff.

Under federal labor law, in order to be certified as the representative of workers, the union would need to receive at least 50%, plus one, of the votes actually cast in a secret ballot election.

This means that if there are 50 eligible voters and if only 25 send in ballots, and if only 13 of those ballots are “Yes” votes, then those 13 coworkers will have made your job a union job, whether you like it or not. There is no “opting out” of a union.

While we respect that it is an employee’s decision, we believe that maintaining the existing direct relationship with our team is in everyone’s best interest.

Over the course of the next few weeks, we will be giving you information that we think you should know before you cast your vote. At any time, you should feel free to talk with Tim or any member of the management team and to ask any questions you may have. If we don’t know the answer, we’ll get it for you right away.

We hope that after you have had the chance to consider all of the information, you’ll make the decision to **VOTE NO** when your ballot arrives.

IMPORTANT ELECTION DETAIL DETAILS

Working with the National Labor Relations Board (NLRB) and the union, we have come to an agreement on the election details. Like the absentee voting process in a general election, you will each be voting by mail, not in person.

The NLRB will mail a *confidential* official ballot on **Monday, November 18, 2024**, to the homes of those eligible to vote. Along with your ballot, you will receive *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed return envelope needing no postage. Eligible voters must return their mail ballots so that they will be received in the NLRB’s Region 18 office by the close of business on **December 9, 2024**. The votes will be counted on **December 10, 2024**.

If you do not receive a mail ballot by November 26, 2024, or otherwise require a duplicate mail ballot kit, you should contact the NLRB’s Region 18 office immediate to arrange for another mail ballot kit to be sent to you. Region 18’s phone number is 612-348-1757.

Those eligible to vote in the election are the Broadcast Technology Game Day Staff who worked at least five (5) games in the 12 months preceding the filing of the representation petition on October 29, 2024, and who were employed during the payroll period ending October 31, 2024.

All the information you need to have in order to vote will be included in the voting kit mailed to you by the NLRB, but in the weeks ahead, we will go over those voting details with you to make sure your vote counts.

Please remember that you must return your ballot in a timely manner to make sure it is counted. Do not let your coworkers make this important decision for you.

IMPORTANT VOTING FACTS:

Q: I am hearing that the union is saying that if I'm already a union employee with a different employer, I am required to vote Yes in this election. Is that true?

A: If anyone is saying this, it is ***100% false!*** No employee is required to vote yes simply because of some other employment situation. The truth is that NLRB elections are completely confidential and no one, not even the NLRB, will ever know how you vote. In fact, it would be unlawful for the union to insist that you disclose how you voted. Every one of you should vote your conscience, making the decision that you believe is best for you, not based on what someone tells you.

Q: You say above that there is no "opting out" of the union if it is voted in. What does that mean if I don't want to be involved? Can I still work here?

A: Even if the union gets voted in, employees could not be forced to join the union as a card-carrying member. But, in the negotiations process, the union will absolutely demand that the labor contract include a provision that in order to stay employed, all employees covered by the contract would have to pay dues or fees. If your job with the Teams is one that becomes represented by the union, you should assume you will have to "pay to stay" and if you don't, the union would insist that you be fired.

Q: If I already signed a union authorization card, does that mean that I have to vote for the union in an election?

A: No. People sign authorization cards for a number of reasons. In many instances an employee signs a union card simply to get a union supporter off his or her back. On election day, by secret ballot, each employee is entitled to vote their own personal feelings regardless of whether they may have signed a union authorization card. Additionally, an employee can still vote "no" on election day even if he or she attended union meetings, signed a document stating he or she would vote "yes," and even if he or she "promised" to vote "yes."

FAQs re: Unions

Q: What is a Union?

A: Unions are just another type of business. A union charges its members fees (i.e., union dues) in exchange for representing them.

Q: How does a Union operate?

A: Each union may operate somewhat differently, but generally speaking, they are run by local and/or national officials who are in the business of organizing employees. A union is considered a business and is required to abide by the same laws as other business organizations. Employees of a union are paid salaries, and a union operates under a budget like any other business. Normally, the sole source of income for a union is initiation fees, monthly union dues and fees, and assessments.

Q: Do the Timberwolves and Lynx have any fears about employees forming a union?

A: No. Our concern – not fear – would be the loss of the direct working relationship we now have with our employees. We genuinely believe that introducing a union into the relationship is simply not the best way to support our teams or work through concerns.

Q: Aren't other workers across the country unionizing more?

A: No. According to data from the Department of Labor (“DOL”), only about 7% of all private-sector workers in the U.S. are represented by a union. In 1980, unions represented approximately 20% of private-sector workers. This represents nearly a 70% decrease in the last 42 years.

Q: What is the harm of trying the union? Couldn't we just change our minds later?

A: You do not “test drive” a union. Once a union is voted in, it is complicated to vote out. While such “decertification” votes do happen, they are rare, they are subject to detailed rules, and the union would fight hard against anyone who was trying to vote them out.

Q: Won't electing a union give the employees a voice?

A: To the contrary, we believe that electing a union would actually *take away* employees' *individual* voices and *transfer them to the union*. If a union is certified as the employees' collective-bargaining representative, this means that the Timberwolves and Lynx must deal with the employees through the union. If, for example, an employee had a workplace issue that needed to be resolved, the employee would generally need to take it to the union (not management) and hope that the union thinks the issue is important enough to be worth its time and attention. We do not believe that this three-way approach is the best way to address employee concerns.