

1. When is the election?

- a. The voting period will be from July 12 through Aug. 9, 2023. 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, so you don't forget!

2. What is the Ballot Information Packet?

- a. All (potentially) eligible employees will be mailed a Ballot Information Packet by July 12 from the Federal Labor Relations Authority (FLRA). The Ballot Information Packet will be mailed to the address you have on file with the FHFA. This packet 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. I heard that we have 2 questions on the ballot-Why?

- a. Most employees will be given the opportunity to vote either "YES" or "NO" on two questions. The first question will be on whether "professional" employees wish to be included in a unit with "non-professional" employees. This is an archaic system that separates employees with positive degree requirements for their position from those who do not. The union recommends that everyone votes "YES" on this question to be included in one unit together; instead of separating out our clerical and administrative colleagues. We are stronger together!
- b. The second question (for some- the only question) will be on whether you wish to be represented by a union, specifically the National Treasury Employees Union (NTEU). We, the Organizing Committee, recommend that everyone votes "YES" on this question to have a strong, representative Union at FHFA!
- c. In other words, **VOTE "YES" TWICE!**

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

- a. Once the ballots have been mailed out on July 12, you may contact the FLRA at 470-681-7632 to request a new Ballot Information Packet at your current address. Reference Case Number: WA-RP-23-0032. We recommend that you call before Aug. 1 to receive your packet in time to vote before the voting period ends at 11:59 pm on Aug. 9.

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

- a. You may contact the FLRA at 470-681-7632 to request a new Ballot Information Packet. Reference Case Number: WA-RP-23-0032. We recommend that you call before Aug. 1 to receive your packet in time to vote before the voting period ends at 11:59 pm on Aug. 9.

6. Do I have to mail something in?

- a. 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?

- a. 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/assigned travel/sick/deployment? Is there an absentee ballot option?

- a. 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. Why is the process like this?

- a. This process is determined by and overseen by the Federal Labor Relations Authority (FLRA).

10. How is eligibility determined?

- a. The FLRA has 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.

11. Will anyone know how/if I voted?

- a. 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.

12. Why should I vote for NTEU?

- a. Because we are ready to have a voice in our working conditions, pay and benefits! With NTEU, we get back up from skilled professionals who have secured countless victories, including telework, remote work, millions of dollars in raises and back pay, travel protections, and much more, at the other FIRREA agencies. We deserve a seat at the table to negotiate, just like most federal employees.

13. What can I do to help?

- a. We are looking for Get Out the Vote (GOTV) Helpers! Can you commit to reminding 1-5 people about the election? We want to show FHFA 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 an OC Member or Organizer to get involved.