

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
RC PETITION

DO NOT WRITE IN THIS SPACE	
Case No. 05-RC-251328	Date Filed 11/7/2019

INSTRUCTIONS: Unless e-Filed using the Agency's website, (www.nlrb.gov/), submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer: Southern Poverty Law Center	2b. Address(es) of Establishment(s) involved (Street and number, City, State, ZIP code): 400 Washington Avenue, Montgomery, AL 36104
3a. Employer Representative - Name and Title: Karen Baynes-Dunning, Interim Pres CEO	3b. Address (if same as 2b - state same): (same)

3c. Tel. No. 334-956-8200	3d. Cell No.	3e. Fax No. 334-956-8481	3f. E-Mail Address karen.baynes-dunning@splcenter.org
4a. Type of Establishment (Factory, mine, wholesaler, etc.) non-profit legal advocacy organization		4b. Principal Product or Service legal advocacy	
5a. City and State where unit is located: Nationwide		5b. Description of Unit Involved: Included: [see attached] Excluded:	
6a. Number of Employees in Unit: 263		6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

Check One: **7a. Request for recognition as Bargaining Representative was made on (Date) 11/7/19 and Employer declined recognition on or about (Date) (If no reply received, so state).**
 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

8a. Name of Recognized or Certified Bargaining Agent (if none, so state)	8b. Address:
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8c. Tel. No.	8d. Cell No.	8e. Fax No.	8f. E-Mail Address
8g. Affiliation, if any:		8h. Date of Recognition or Certification	8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)

9. Is there now a strike or picketing at the Employer's establishment(s) involved? No Yes. If so, approximately how many employees are participating? _____, has picketed the Employer since (Month, Day, Year) _____

10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (if none, so state)
None

10a. Name	10b. Address	10c. Tel. No.	10d. Cell No.
		10e. Fax No.	10f. E-Mail Address

11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election: _____ **11a. Election Type:**
 Manual Mail Mixed Manual/Mail

11b. Election Date(s): November 25, 2019	11c. Election Time(s):	11d. Election Location(s):
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12a. Full Name of Petitioner (including local name and number): Washington-Baltimore Newspaper Guild, Local 32035	12b. Address (street and number, city, State and ZIP code): 1225 Eye Street NW, Suite 300, Washington, DC 20005
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12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state):
The News Guild - Communications Workers of America, AFL-CIO, CLC

12d. Tel. No. 202-785-3650 x15	12e. Cell No.	12f. Fax No. 202-785-3659	12g. E-Mail Address itsnotthatbad@comcast.net
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13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.	
13a. Name and Title: Robert E. Paul, Attorney	13b. Address (street and number, city, State and ZIP code): 1025 Connecticut Avenue NW, Washington, DC 20036

13c. Tel. No. 202-857-5000	13d. Cell No.	13e. Fax No. 202-223-8417	13f. E-Mail Address rpaul@zwerdling.com
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I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print) Robert E. Paul	Signature <i>Robert E. Paul</i>	Title Attorney	Date 11/7/19
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WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

SOUTHERN POVERTY LAW CENTER

Unit Description:

Included: All employees of the Employer, including but not limited to employees in the Administration/Finance, Communications, Creative, CRMC, Development, Digital, Donor Services, Information Technology, Intelligence Project, Legal, Marketing, and Teaching Tolerance Departments

Excluded: Human Resource department employees, managerial employees, confidential employees, guards and supervisors as defined in the Act



National Labor Relations Board



NOTICE OF PETITION FOR ELECTION

This notice is to inform employees that Washington-Baltimore Newspaper Guild, Local 32035 has filed a petition with the National Labor Relations Board (NLRB), a Federal agency, in Case 05-RC-251328 seeking an election to become certified as the representative of the employees of Southern Poverty Law Center in the unit set forth below:

Included: All employees of the Employer, including but not limited to employees in the Administration/Finance, Communications, Creative, CRMC, Development, Digital, Donor Services, Information Technology, Intelligence Project, Legal, Marketing, and Teaching Tolerance Departments. **Excluded:** Human Resource department employees, managerial employees, confidential employees, guards and supervisors as defined in the Act.

This notice also provides you with information about your basic rights under the National Labor Relations Act, the processing of the petition, and rules to keep NLRB elections fair and honest.

YOU HAVE THE RIGHT under Federal Law

- To self-organization
- To form, join, or assist labor organizations
- To bargain collectively through representatives of your own choosing
- To act together for the purposes of collective bargaining or other mutual aid or protection
- To refuse to do any or all of these things unless the union and employer, in a state where such agreements are permitted, 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 adjustments).

PROCESSING THIS PETITION

Elections do not necessarily occur in all cases after a petition is filed. **NO FINAL DECISIONS HAVE BEEN MADE YET** regarding the appropriateness of the proposed unit or whether an election will be held in this matter. If appropriate, the NLRB will first see if the parties will enter into an election agreement that specifies the method, date, time, and location of an election and the unit of employees eligible to vote. If the parties do not enter into an election agreement, usually a hearing is held to receive evidence on the appropriateness of the unit and other issues in dispute. After a hearing, an election may be directed by the NLRB, if appropriate.

IF AN ELECTION IS HELD, it will be conducted by the NLRB by secret ballot and Notices of Election will be posted before the election giving complete details for voting.

ELECTION RULES

The NLRB applies rules that are intended to keep its elections fair and honest and that result in a free choice. If agents of any party act in such a way as to interfere with your right to a free election, the election can be set aside by the NLRB. Where appropriate the NLRB 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 employees' rights and may result in setting aside 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, if the election is conducted by mail, from the time and date the ballots are scheduled to be sent out by the Region until the time and date set for their return
- 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

Please be assured that IF AN ELECTION IS HELD, every effort will be made to protect your right to a free choice under the law. Improper conduct will not be permitted. All parties are expected to cooperate fully with the NLRB in maintaining basic principles of a fair election as required by law. The NLRB as an agency of the United States Government does not endorse any choice in the election.

For additional information about the processing of petitions, go to www.nlr.gov or contact the NLRB at (410)962-2822.

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED BY ANYONE. IT MUST REMAIN POSTED WITH ALL PAGES SIMULTANEOUSLY VISIBLE UNTIL REPLACED BY THE NOTICE OF ELECTION OR THE PETITION IS DISMISSED OR WITHDRAWN.



National Labor Relations Board

