



Election Process FAQs

[What is the Federal Labor Relations Authority?](#)

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The Federal Labor Relations Authority (FLRA) is a quasi-judicial body created by the Civil Service Reform Act of 1978, commonly known as the Federal Service Labor-Management Relations Statute. The statute allows non-postal federal employees to organize, collectively bargain, and participate in labor organizations through the employees own free choice.

“The Authority adjudicates: unfair labor practice disputes in which an Administrative Law Judge has issued a decision to which exceptions have been filed; applications of decisions and orders issued in representation matters; exceptions to grievance-arbitration awards; and negotiability disputes arising during collective bargaining.” FLRA.gov

[Why do we need to sign a petition to have an election?](#)

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There are a number of steps before PASS can request an election be held. PASS must show that there is a sufficient showing of interest by the employees wishing to be represented by PASS. We do this by having you and your colleagues sign onto a petition requesting an election. Legally, we need 30 percent of a proposed bargaining unit to sign a petition. Since the goal is to win the election and not just have one, PASS likes to get signatures from 55–60 percent of the proposed bargaining unit before filing for an election.



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[How can I sign a petition?](#)

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Your colleagues will most likely collect signatures on the petition. Contact PASS National Organizer James Renaldi to find out if a petition is circulating within your work group.

[What happens after a petition is filed with the FLRA?](#)

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The FLRA will first validate the signatures on the petition. Then it will determine which employees are included in the “bargaining unit,” meaning employees that are eligible for union representation. The FLRA will set the date for a secret-ballot election.

[How is the election determined?](#)

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It takes a simple majority, 50 percent + 1, of the proposed bargaining unit to vote for PASS for PASS to win.



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[What is the difference between being represented by PASS and being a member of PASS?](#)

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Once PASS wins the election, every employee in the bargaining unit is represented by PASS. To be a member of PASS, you must fill out an 1187 form. Union members can vote on national and local leadership, set bargaining priorities, approve or reject contracts, and perform a number of other vital functions that make sure we are a strong, successful union.