PURPOSE OF THIS ELECTION
This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their Employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election.

SECRET BALLOT
The election will be by SECRET ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board. Voters will be allowed to vote without interference, restraint, or coercion.

Employees eligible to vote will receive in the mail Instructions to Eligible Employees Voting By United States Mail, a ballot, a blue envelope, and a yellow self-addressed mail-ballot envelope needing no postage.

A sample of the official ballot is shown at the center of this Notice.

ELIGIBILITY RULES
Employees eligible to vote are those described under VOTING UNIT in this Notice of Election, including employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS
An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge MUST be made at the time the ballots are counted.

AUTHORIZED OBSERVERS
Each of the interested parties may designate an equal number of observers, this number to be determined by the Regional Director or agent in charge of the election. These observers act as checkers at the counting of ballots, challenge ballots, and otherwise assist the Regional Director or agent.

INFORMATION CONCERNING ELECTION
The Act provides that only one valid representation election may be held in a 12-month period. Any employee who desires to obtain any further information concerning the terms and conditions under which this election is to be held, or who desires to raise any question concerning the holding of an election, the voting unit, or eligibility rules, may do so by communicating with the Regional Director or agent in charge of the election.

WARNING: THIS IS THE ONLY OFFICIAL NOTICE OF THIS ELECTION AND MUST NOT BE DEFACED BY ANYONE. ANY MARKINGS THAT YOU MAY SEE ON ANY SAMPLE BALLOT OR ANYWHERE ON THIS NOTICE HAVE BEEN MADE BY SOMEONE OTHER THAN THE NATIONAL LABOR RELATIONS BOARD, AND HAVE NOT BEEN PUT THERE BY THE NATIONAL LABOR RELATIONS BOARD. THE NATIONAL LABOR RELATIONS BOARD IS AN AGENCY OF THE UNITED STATES GOVERNMENT, AND DOES NOT ENDORSE ANY CHOICE IN THE ELECTION.
UNITED STATES OF AMERICA * NATIONAL LABOR RELATIONS BOARD

NOTICE OF ELECTION

INSTRUCTIONS TO ELIGIBLE EMPLOYEES VOTING BY UNITED STATES MAIL

01-RC-139754

VOTING UNIT

EMPLOYEES ELIGIBLE TO VOTE:
Those eligible to vote are: All part-time graduate and undergraduate faculty (adjuncts, part-time lecturers, lecturers, part-time instructors, or instructors) employed by Boston University at its Massachusetts campuses to teach at least one credit bearing course (including hybrid and blended courses) in a degree-granting program, and who are compensated on a per course or per hour basis who were employed by the Employer during the payroll period ending October 31, 2014 and/or performed instruction as described above during the Fall 2014 Semester.

EMPLOYEES NOT ELIGIBLE TO VOTE:
Those not eligible to vote are: All tenure or tenure-track faculty; full-time faculty; visiting or contract faculty; School of Medicine faculty (except Division of Graduate Medical Sciences); School of Dental Medicine faculty; deans, provosts, administrators, program coordinators, program directors, department chairs, graduate assistants, graduate students who teach only courses pursuant to a stipend, athletic coaches and faculty who teach only on line, courses at non-Massachusetts campuses, non-degree granting courses (including the Center for Professional Education and Center for English Language and Orientation Programs), and/or courses as a teaching supervisor; all other employees employed by the University including those who teach a class or course and are separately compensated for such teaching; and managers, confidential employees, guards and supervisors as defined by the Act.

DATE, TIME AND PLACE OF ELECTION

The election will be conducted by mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National Labor Relations Board, Region 01, on January 13, 2015 at 5:00 p.m. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 01 office by close of business on January 30, 2015. The mail ballots will be counted at the Region 01 office located at 10 Causeway St Fl 6, Boston, MA 02222-1001 at 11:00 a.m. on February 4, 2015.

Any person who has not received a ballot by January 20, 2015 should immediately contact the NLRB Region 01 office located at 10 Causeway St Fl 6, Boston, MA 02222-1001 or (617)565-6700 and request a ballot.

UNITED STATES OF AMERICA
National Labor Relations Board
01-RC-139754

OFFICIAL SECRET BALLOT

For certain employees of
BOSTON UNIVERSITY

Do you wish to be represented for purposes of collective bargaining by
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL
5097?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

NO

DO NOT SIGN THIS BALLOT. See enclosed instructions.
The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.

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Panel 2 of 3
FEDERAL LAW GIVES YOU THE RIGHT TO:

• Form, join, or assist a union
• Choose representatives to bargain with your employer on your behalf
• Act together with other employees for your benefit and protection
• Choose not to engage in any of these protected activities
• In a State where such agreements are permitted, the Union and Employer may 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 adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights. The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election. If agents of either Unions or Employers interfere with your right to a free, fair, and honest election, the election can be set aside by the Board. When appropriate, the Board 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 interferes with the rights of employees and may result in the setting aside of 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 after ballots are scheduled to be dispatched by the regional office
• 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.

The National Labor Relations Board protects your right to a free choice. Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law. The National Labor Relations Board as an agency of the United States Government does not endorse any choice in the election.

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