

ments for voting against the union, emphasizing its costs, risks, and other disadvantages.

The following is an example of the first week of a campaign calendar. Additional weeks follow thereafter.

FOUR WEEKS TO GO				
MONDAY	TUESDAY	WED.	THURSDAY	FRIDAY
Receipt of NLRB Decision				<i>Excelsior</i> List Submitted
Supervisory Meeting			Handout	NLRB Conference
	Speech To All Employees			
		Home Mailing	Home Mailing	Bulletin Board Notice

MONDAY

Upon receipt of the Regional Director's decision and direction of election, the employer should hold a meeting with all supervisors. The decision should be read and discussed. Throughout the next four weeks, frequent supervisory meetings should be held. Their format and purpose were discussed in Chapter VII.

THREE WEEKS TO GO

MONDAY	TUESDAY	WED.	THURSDAY	FRIDAY
	Bulletin Board Notice			
			Handout	Handout
Home Mailing		Home Mailing		

TWO WEEKS TO GO

MONDAY	TUESDAY	WED.	THURSDAY	FRIDAY
Bulletin Board Notice				
	Handout			
Small Group Meetings	Small Group Meetings	Small Group Meetings	Small Group Meetings	Small Group Meetings
Home Mailing		Home Mailing		Home Mailing

The format for small group meetings is discussed in Chapter III. Such meetings will now provide a vehicle for discussing issues raised in the campaign.

ELECTION WEEK				
MONDAY	TUESDAY	WED.	THURSDAY	FRIDAY
Bulletin Board Notice				
	Speech to All Employees	Voting Demon- stration and Sample Ballot Handout	Dinner and Speech to All Em- ployees	Election Day
Handout				
	Home Mailing	Home Mailing		

The last week of campaigning can be critical. Upon returning to work after the weekend, employees realize this is the week when they must make up their minds as to how they will vote, if they have not already done so.

The company and the union will intensify their efforts. The union will accelerate its home visits and call mass meetings. The employer will have frequent meetings with supervisors and urge their active participation.

There are a number of details which require attention this week. Illustration No. 25, page 205, is a convenient checklist enumerating important items to be attended to.