

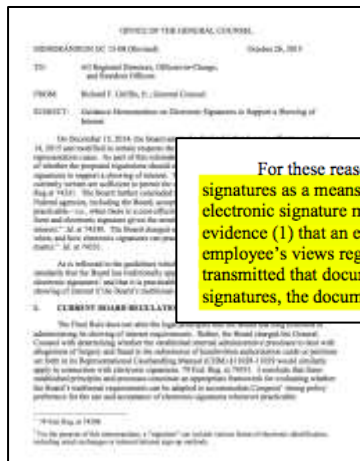
# Know the Facts

## Electronic Authorization Cards

Clicking on a “sign” or “submit” button sent via Email, Text, or an Online form...Is just like signing a paper union card or petition

The new rule allows unions to submit to the NLRB employee information collected through:

1. Webpages soliciting information along with a spreadsheet showing data received after clicking a “Submit” button; and
2. Emails sent soliciting information and support to which the signer replied



For these reasons, I have concluded that Regional Directors should accept electronic signatures as a means to support a showing of interest where, as with handwritten signatures, the electronic signature method chosen by the party provides the Regional Director with prima facie evidence (1) that an employee has electronically signed a document purporting to state the employee's views regarding union representation and (2) that the petitioner has accurately transmitted that document to the Region. As is the law now with respect to handwritten signatures, the documents submitted by the parties are presumed to be valid.

Union authorization cards and petitions are legal documents that could lead to union representation.

