



**To: Care Flight Nurses and Flight Paramedics**  
**From: Care Flight Leadership**  
**Date: 3/6/26**  
**RE: NMB Secret Ballot Union Election**

The Transport Workers Union (TWU) has filed an application with the National Mediation Board (NMB) requesting a secret ballot election to determine if you wish to be represented by the TWU. The NMB has given us the details of the election which will be conducted by mail ballot. The majority of eligible employees who actually vote will decide if you will be represented by the TWU.

- **When is the election?**

A ballot packet containing the ballot, voting instructions and envelopes will be mailed to your home address on **March 18, 2026**.

Your ballot must be properly filled out and placed in the pre-addressed and postage paid return envelope in time to be received by the NMB by **April 22, 2026**.

The votes will be counted by the NMB at 2:00 p.m. Eastern on **April 22, 2026**.

Please watch your mail for this packet from the National Mediation Board.

- **Who is eligible to vote?**

All flight nurses and flight paramedics employed as of 1/10/26

- **It is a secret ballot election – no one will know how you vote.**

Your privacy is protected in two ways: (1) You are not allowed to put your name on your ballot, and (2) the election is conducted confidentially, and the votes are counted by NMB government agents.

- **You may vote no even if you initially signed a union card.**

All employees who are eligible to vote, regardless of whether they signed a union authorization card or petition, may vote however they want.

- **The election is decided by a majority of employees who vote.**

If you are against the union and you do not vote – it is like voting for the union. For example, there are 40 eligible employees, but if only 20 vote and 11 vote for the union, the union wins the election and will represent all 40 employees. Do not let others make this important decision for you.

If a union is voted in, employees must wait a minimum of 2 years to *attempt* to remove (decertify) the union as their representative.

**Make sure you vote!**