

Can You Trust Union Organizers?

Union organizers commonly tell healthcare employees:



What Signing Union Materials May Mean...

Signing away your vote. Union cards, electronic authorization cards and/or union petitions look harmless, but they are legally binding and could potentially be used to bypass a vote about unionization.

Signing away your privacy. If filled out, the card provides UFCW and other people with a lot of your personal, confidential information. A UFCW organizer or co-worker may use your information in ways you don't want, including sharing it with other people.

Signing away power of attorney. A signed union authorization card or petition is a legal power of attorney authorizing a union to speak for you and act as your collective bargaining agent in negotiations.

The image shows a screenshot of a web form for UFCW 75, with the tagline "a VOICE for working America". The form contains the following fields and instructions:

- 1** I want UFCW to be my partner on the job and represent me to obtain better wages, better benefits and a better life.
- First Name*
- Last Name*
- 2** Cell Phone / Home Phone*
- 3** Email Address
- 4** Home Address*
 - City*
 - State or Province*
 - Postal Code*
 - Work Location*
 - Job Title*
- 5** Work Shift*
- 6** Submit

- 1** This states that you chose UFCW and its agents to represent you.
- 2** Once a union has your phone number organizers can call or text you, even when you are off work.
- 3** Having your email address allows a union organizer nonstop access to emailing you.
- 4** Getting your home address allows a union organizer to show up at your house any time – without notice.
- 5** UFCW may use this to ask you to talk to co-workers in your unit or department.
- 6** Your signature authorizes UFCW to be your exclusive representative and maybe even to collect dues from your paycheck.

Q What is a union authorization card/petition?

A A union authorization card or petition is a legal document that potentially gives a union the sole and exclusive right to speak and act on behalf of employees in all matters regarding wages, benefits, working conditions and other terms of employment at Cincinnati Children's - possibly without an election.

Q What does an authorization card look like?

A An authorization card can take many forms. It can be a paper card, it can look like a petition or sign-in sheet, or it can be a digital form. In fact, "signing" away legal rights can be as easy as a click of a button.

Q Does signing a union card guarantee me better wages, working conditions or staffing?

A No. Signing a card does not guarantee that any of your issues or concerns will be resolved. If the union becomes your exclusive representative, the only right the union has is to represent employees and try to negotiate a contract with Cincinnati Children's. However, the union will expect you to pay dues/fees regardless of whether or not it is able to keep its campaign promises to you — and you may have to pay the union just to keep your job at Cincinnati Children's.

Q What are my rights if I don't want to sign a union authorization card or petition?

A Union organizers and employees who support them can be extremely persistent. We want you to have the facts about your legal rights. Federal law provides employees with the following rights:

- To sign or not sign a union card.
- To campaign for or against the union.
- Not to be bothered by union supporters while you are working or in patient care areas.
- To talk or not talk to a union representative if you are contacted at home.
- You have the right to tell union organizers you are not interested.
- Finally, you have the right to say, "No."

Q Why is my signature so important to the union, and what does the union do with signed authorization cards or petitions?

A The union can do several things with a signed authorization cards/petitions.

1. If the union gets 30% of employees in a bargaining unit (group of employees) to sign cards, it could go to the National Labor Relations Board (NLRB) and file a petition for an election in which employees vote to determine whether or not they want to be unionized.
2. If the union collects signatures from more than 50% of the employees in a bargaining unit, the union could request that Cincinnati Children's voluntarily recognize UFCW as the employees' union, bypassing your opportunity to vote.
3. The union may use this card to send you mail, to call you, text you or to visit you at home. It could even give your personal information to others.