

Anatomy of a Union Card

- Union authorization cards can look harmless, but they are legally-binding.
- The materials may be paper or electronic.
- A card gives 1199SEIU a lot of your personal, confidential information.
- A signed union authorization card or petition is a legal power of attorney authorizing a union to act as your collective bargaining agent in negotiations.
- While the union wants your signature, it probably wants your home address and phone number to visit or call/text you.
- Be careful what personal information you share and what materials you sign - including “sign-in” sheets at union meetings. They also may be legally-binding.
- An 1199SEIU organizer or co-worker may use your information in ways you don’t want, including sharing it with other people.

Signing this card authorizes the union to be the exclusive representative of the employee

Obtaining employees’ home addresses allows a union to make visits to their homes at night or when employees are not working -- often without advance notice

Providing phone numbers and email allows the union to contact employees at home and by phone or text

APPLICATION FOR MEMBERSHIP

I hereby apply for membership and designate 1199SEIU United Healthcare Workers East to represent me in collective bargaining negotiations on wages, hours and working conditions.

1199SEIU
United Healthcare Workers East

SIGNATURE _____ **DATE** _____

Print Clearly

Name (Last) _____ (First) _____

Home Street Address _____ Apt. _____

City _____ State _____ Zip _____

Home Phone _____ Cell Phone _____

Email _____

Work Phone _____ Ext. _____

Employer _____

Address _____

Job Title _____ Unit/Flr. _____

Shift _____ Date Hired _____

Hourly Rate _____ Hours Per Week _____

Q1 What is a union authorization card/petition?

A1 A union authorization card/petition is a legal document that may give 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 Good Samaritan University Hospital.

Q2 What are my rights if I don't want to sign a union authorization card/petition?

- A2 Union organizers and employees who support them can be extremely persistent and aggressive. We want you to have the facts about your legal rights.
- YOU have the right to sign or not sign a union card
 - YOU have the right to campaign for or against the union
 - YOU have the right not to be bothered by union supporters while you are working or in patient care areas
 - YOU have the right 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
 - YOU have the right to say, "No."

Q3 Does signing a union card guarantee me better wages, better working conditions or better staffing?

A3 No. Signing a card does not guarantee that any of your issues or concerns will be resolved. If the union becomes your exclusive representative, it only has the right to represent employees and try to negotiate a contract with Good Samaritan University Hospital.

Q4 Why is my signature so important to the union, and what does the union do with signed authorization cards/petitions?

- A4 The union can do several things with a signed authorization card/petition.
1. If the union gets 30 percent of employees in a bargaining unit (employee group) 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 percent of the employees in a bargaining unit, the union could request Good Samaritan University Hospital recognize the union as the employees' representative without holding a secret ballot election.
 3. The union may use this card to send you mail, to call you at home, text you or to visit you at home.

You don't need to sign a legal document to get more information about the union. You can get information from your manager, HR or the internet without giving your signature and personal information to someone else.