

Know the Facts



Understand What Signing Union Materials May Mean... And Protect Your Identity

- Union cards, electronic authorization cards and/or union petitions look harmless.
- If filled out, **these materials provide the union and other people with a lot of personal, confidential information about you.**
- A union organizer may want your home address and phone number to visit or contact you. But **why does the union organizer want your signature?**
- A signed union authorization card is a legal power of attorney that authorizes a union to act as your collective bargaining agent in negotiations at our hospital.
- Be careful what personal information you share and what materials you sign – including “sign-in” sheets at union meetings.
- A union or co-worker may use your information in ways you don’t want.

ANATOMY OF A UNION CARD

Getting an employee's home address lets a union make visits to their homes at night or when employees are not working - often without advance notice.

Petitions also have similar wording.

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

Providing your phone number lets the union call and text you.

A union will use this information to ask employees to solicit cards from other employees in the same work area.

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Q1. What is a union authorization card/petition?

A1. A union authorization card/petition is a legal document that potentially can 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 Einstein Medical Center Philadelphia.

Q2. Does signing a union card guarantee me better wages, better working conditions or better staffing?

A2. 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 negotiate a contract with Einstein Medical Center Philadelphia.

Q3. What are my rights if I don't want to sign a union authorization card/petition?

A3. Union organizers and employees who support them can be extremely persistent and aggressive. We want you to have the facts about your legal rights. Federal law provides employees with:

- The right to sign or not sign a union card
 - The right to campaign for or against the union
 - The right not to be bothered by union supporters while you are working or in patient care areas
 - The right to talk or not talk to a union representative if you are contacted at home
 - The right to tell union organizers you are not interested
 - The right to say "no."
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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 that we recognize the union as 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.
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**Your signature is valuable.
Don't give it away without fully understanding what's at stake.**
