

# KNOW THE FACTS

## Be careful with union materials... and protect your signature

Paper authorization cards and petitions have similar wording. If you and enough of your colleagues sign, an election could be triggered (and in some cases, all employees could be unionized without the ability to vote in an election).

Getting your home address lets a union make visits to your home anytime – including without advance notice.

**Yes!** I want the National Nurses United (NNU) to represent me in collective bargaining with my employer and to assist RNs at my hospital to advocate for our patients and our profession.

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

Home Address \_\_\_\_\_


City/State/Zip \_\_\_\_\_ Phone \_\_\_\_\_

Email \_\_\_\_\_ Shift/Hours \_\_\_\_\_

Facility \_\_\_\_\_ Unit \_\_\_\_\_ Year Hired \_\_\_\_\_

Job Title \_\_\_\_\_ Status (check one) \_ Full Time \_ Part Time \_ Per Diem

I understand that by signing this card: 1. My card will be 100% confidential. Only the federal labor board will see. 2. Does NOT authorize the Union to begin collecting dues or fees of any type. 3. Does not diminish my rights under federal, state or local law or in any way legally bind me to take any action or refuse to take any action at work. 4. I support the Union now but my vote will be 100% confidential at the actual election.



Signing this card, an electronic card or a petition authorizes the union to be your exclusive representative.

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

A union may use this information to ask you to solicit cards and support from other employees in the same unit/department.

- Union cards, electronic authorization cards and/or union petitions look harmless, but they are legally binding.
- A signed union authorization card or petition is a legal power of attorney authorizing a union to make decisions on your behalf.
- Be cautious about sharing personal information and about what materials you sign, including “sign-in” sheets at union meetings. They also can be legally binding.

**Q** What is a union card (or "union authorization card") or petition?

**A** A union card or petition is a legal document that can give a union the sole and exclusive right to speak and act on behalf of team members in all matters regarding wages, benefits, working conditions and other terms of employment.

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

**A** No. Signing a card does not guarantee that you will get anything more or that issues will be resolved. St. Luke's does not have to agree to union demands and there is no requirement that a labor contract agreement be reached.

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

**A** Union organizers, and team members who support them, can be persistent and aggressive. You have the right not to be pressured to sign a union card – the choice is yours.

**Q** Do I have to sign a union card or meeting sign-in sheet to get information about the union?

**A** No. You should not be expected to sign a legally binding document or any other union materials just to get information. You can get more information about the union from reading other sources, talking with your leader, or Human Resources.

**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 card/petition.

1. The union may use this card to send you mail, to call you at home, text you or visit you at home.
2. If the union gets 30 percent of team members in a targeted group to sign cards, it could request that the National Labor Relations Board (NLRB) conduct an election in which team members vote to determine whether or not they want to be unionized.

**Q** Is signing a card the same as voting?

**A** No, but if the union is able to gather enough support to file a petition with the National Labor Relations Board to trigger an election, every eligible team member in the petitioned-for group will have the right to vote.

Protect your signature. Don't give it away without understanding what's at stake.

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*This message has been approved for distribution by St. Luke's executive leadership in accordance with Solicitation and Distribution Policy LD048.*



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