

# SHARP

## Union Authorization Cards – Be Informed About What You’re Signing!

Unions are attempting to organize Sharp employees. You may be approached by a union representative or a co-worker and asked to provide your personal contact information and sign a union authorization card. The union may ask your co-workers to send you texts or reach out through Facebook or other social media. You also may be asked to sign a petition, authorization card or online authorization card.

If you sign a paper or electronic card, you are providing the union with more than just your personal information. Learn more about what your signature means:

### Sample of a Union Authorization Card

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 your behalf in all matters regarding wages, benefits, working conditions and other terms of your employment at Sharp.

**SAMPLE UNION CARD**

Obtaining your home addresses allows a union to visit you at homes at night or when you are not working -- often without advance notice.

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

Providing your cell and home phone numbers allows the union to call and text you at work or at home

Signing this card authorizes the union to be your **exclusive** representative for your wages, hours and working conditions.

**SEIU UHW**  
United Healthcare Workers  
WEST

I support working together with my co-workers for a voice in decisions that affect our patients, our professions and our future. I hereby authorize SEIU United Healthcare Workers—West (UHW) as my union for purposes of negotiating wages, benefits and other terms and conditions of employment.

Please print

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

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

State \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone (\_\_\_\_) \_\_\_\_\_ Cell Phone (\_\_\_\_) \_\_\_\_\_  
(Area Code) (Area Code)

Home Email \_\_\_\_\_

Employer \_\_\_\_\_ Job Title \_\_\_\_\_

Date Hired \_\_\_\_\_ Department/Unit \_\_\_\_\_

Shift \_\_\_\_\_  Full-Time  Part Time  Per Diem

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

Union authorization cards may also ask for other personal items such as:

- Salary info (union dues are often a percentage of your overall salary)
- Last 4 digits of your social security number (\*Sharp cautions employees about sharing their SSN due to risks of potential identity theft)



## Your Questions Answered

**Q1. Why is my signature so important to the union, and what does the union do with signed authorization cards/petitions?**

- A1. 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 an employee group, the union could request that we recognize the union as the employees' representative without holding a secret ballot election.
  3. The union may use your information to send you mail, make calls and texts, or visit you at home.
  4. If the union gets signatures from 30 percent or more of employees in a bargaining unit and files for an election, Sharp is required by law to turn over to the union personal contact info for ALL employees in the bargaining unit.

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**Q2. Does signing a union card guarantee me better wages and working conditions?**

- A2. **Signing a card does not guarantee better wages or benefits or that any issues and concerns will be resolved.** If the union becomes your exclusive representative, the only right the union has is to represent employees and attempt to negotiate an agreement between the union and Sharp. With a union, things could get better, remain the same, or get worse.

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

- A3. **You have the right to say "no".** Union organizers and employees who support them can be extremely persistent and aggressive. Federal law provides employees with the right to:
- Sign or not sign a union card
  - Campaign for or against the union
  - Not be bothered by union supporters while you are working or in-patient care areas
  - Talk or not talk to a union representative if you are contacted at home
  - Tell union organizers you are not interested

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**Q4. If I signed a card and changed my mind, can I take my signed card back?**

- A4. You should ask the union to give the signed card back, but keep in mind that the union is under no obligation to return the card. The best way to rescind an authorization card is to send a certified letter to the union's local office, as well as a copy to the National Labor Relations Board Office, requesting that your signature be revoked.

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**Q5. If I signed a union card and we have an election, do I have to vote for the union?**

- A5. **ABSOLUTELY NOT!** If the union can convince enough employees to sign a union card we may have a secret ballot union election, supervised by the federal government. Every employee who is eligible to vote will be allowed to vote anonymously for or against union representation whether or not you signed a union card.