

Know the Facts

Anatomy of an UFCW Authorization Card

Why the Union Wants Your Signature

- A signed union authorization card gives the union legal power to represent you in negotiations with BayCare.
- This card also gives the union:
 - Your contact information that the union uses to call or text you, visit you at home or send you email messages
 - Information about your pay and where you work
- The cards may be paper or electronic. The union or employees may enter your personal information into a cell phone or tablet and submit it through a website.

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

Petitions also contain similar wording.

Obtaining an employee's home address allows a union to make visits to their homes at night or when employees aren't working – often without advanced notice

Providing a phone number allows the union to call and text you.

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

The form contains the following fields and sections:

- Statement of intent: "I want the UFCW to be my voice on the job and to represent me to obtain better wages, benefits and working conditions." and its Spanish equivalent.
- Signature/Firma and Date/Fecha lines.
- Print Name/Su Nombre line.
- Address/Domicilio line.
- City/Ciudad, State/Estado, Zip Code/Código Postal line.
- Home Phone/Teléfono Residencial and E-Mail lines.
- UFCW logo.
- Employer's Name/Nombre de la compañía/Domicilio line.
- Hire Date/Fecha de inicio and Department/Departamento line.
- Hourly Rate/Pago por Hora and Day Off/Día de descanso line.
- Shift/Shift and Time/Time line.
- Turno/Day, Noche/Completos, Jornada/Parcial line.
- Would you assist on the organizing campaign?/¿Le gustaría ayudar en la campaña? with Yes/No and Si/No checkboxes.
- UFCW logo.

Fast Facts

- Never sign anything until you understand what it means for you and your family.
- Don't allow others to pressure you into signing anything.
- You don't have to sign a card or petition or even "sign-in" at a union meeting to get information about the union – you are not legally required to do so.

Answers to Your Questions about Union Authorization Cards and Petitions

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 the employees in all matters regarding wages, benefits, working conditions and other terms of your employment at BayCare.

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

- A2. Signing a card does not guarantee that you will get better wages or benefits or that issues and concerns will be resolved. If the union becomes your exclusive representative, the only right it gives the union is to represent employees and negotiate a contract with BayCare.

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."

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 an appropriate 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 appropriate 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.