

# Know the Facts

## *What You Should Know About Signing a Union Card or Petition*

and how joining one can impact you and your family so that you can make a good decision based on facts.

BayCare leadership is committed to providing fact-based information about unions, the law and your legal rights. We would prefer to keep our direct working relationship with employees so we may continue to work together to provide safe, excellent, patient-centered care.

You can obtain information about the NNU and even go to NNU meetings without signing a union authorization card, petition or sign-in sheet.

Union organizers use different ways to get employees to sign authorization cards or petitions, such as:

- Visiting your home and asking you to sign a card or petition
- Inviting you to meeting
- Approaching you while at work
- Sending letters or communications to you by text, e-mail, Facebook or other online resources
- Sending materials to your home with union authorization cards attached

Organizers also

sign an authorization card. NNU and pro-union nurses may tell you:

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**MYTH:** *“You should sign the card. Everyone has signed but you.”*

**FACT:**

would already have enough signatures to petition the National Labor Relations Board for an election. No one should be pressured into signing an authorization card or petition. You have the legal right to sign or not sign a card or petition, based on what you think is best for yourself and your family, not based on what other employees have done.

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**MYTH:** *“The union will strengthen our benefits.”*

**FACT:**

a process like collective bargaining but they cannot guarantee results. hem. Unions offer



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**MYTH:** *“Sign the card to show support for your colleagues. Since Florida is a right-to-work state so you won’t need to pay union dues.”*

**FACT:**

expect you to attend a union meeting or sign a union authorization card to demonstrate your friendship, show loyalty to your unit or support fellow nurses. Unionization can impact you and your family in many ways and you may not agree with the decisions that NNU or union delegates makes if the union were to win the right to represent you and your colleagues.

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**MYTH:** *“Forming a union will give us a voice to advocate for our patients and nursing practice.”*

**FACT:** Many BayCare nurses already have a voice through shared decision-making groups. Unions generally oppose hospital efforts to directly involve nurses in decisions because they give nurses a real voice and make the union irrelevant.

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**MYTH:** *“The union gives RNs legal rights to protect ourselves and our patients.”*

**FACT:** Nurses have legal rights to advocate for themselves and their patients without a union. BayCare also has policies and procedures through which any employee concerned about a work situation can report it to his/her manager or escalate the matter

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**MYTH:** *“Try the union for a while. If you don’t like it, we’ll leave.”*

**FACT:** Ending a relationship with a union is not as easy as organizers may say. Once

contract has been signed. If a contract is ratified and signed, you could have union representation for up to three more years. To change your mind about a union, you and your co-workers would need to file a petition, called a decertification petition, with the NLRB at the end of the contract. You and your co-workers would be responsible for all legal costs related to the decertification effort and the organization cannot help you.