Frequently asked questions about union authorization cards

Hackensack Meridian Carrier Clinic

Why is my signature so important to the union?

Dues! The union is a business and dues are what you pay for them to represent you. Signing any document the union presents - online or on paper - could mean signing away your legal right to an outside organization that will make decisions for you about wages, benefits, and working conditions, even if you don't agree. If the union gets enough team members to sign up, it could try to bypass the election and you might not get to decide if you want the union or not.



What does signing a card guarantee?

Nothing! The union can make promises but can't guarantee anything. In bargaining team members can get less, more or the same but could be forced to pay dues like the RNs do. If you sign a card and change your mind, the union has no responsibility to return the card to you.

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

Everyone has the right to say no. 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 working areas
- Talk, or not talk, to a union representative if you are contacted at home

Here is a sample of a union authorization card and some of the ways the union might use your information.

DISTRICT 1199J

National Union of Hospital and Health Care Employees, AFSCME, AFL-CIO

APPLICATION FOR MEMBERSHIP
STRICTLY CONFIDENTIAL

My name is_____

My address is_____ Apt. No._____

Boro/Town_____ Zip _____ Telephone_____

Hospital or Institution_____ Job Title _____

Date hired _____ Dept/Shift _____

I hereby apply for membership and designate District 1199J, National Union of Hospital and Health Care Employees, AFSCME, AFL-CIO to represent me in collective bargaining negotiations on wages, hours and working conditions.

Signature_____ Date _____

This card is self-addressed. Postage has been paid. Drop in the mail today.

Obtaining your home address allows a union to visit you—often without advance notice.

This states you chose the union and its agents to represent you and make decisions for you.

Your signature authorizes the union to be your exclusive representative.

Providing a phone number allows the union to intrude on your personal time.

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

You have the right to be selective when sharing information. Union supporters may say you have to sign an authorization card or petition to get more information – but that's not true! **You don't need to sign anything to get information.**