

INFORMATION ABOUT ACTIVITY AND AUTHORIZATION CARDS

FREQUENTLY ASKED QUESTIONS ABOUT UNION AUTHORIZATION CARDS

Q1: What is a union authorization card?

A1: A union authorization card is a legal document that authorizes the union to represent you. By signing this card, you could be giving away your right to speak and act on your own behalf in all matters regarding wages, benefits, working conditions, and other terms of employment.

Q2: Why does the union want to collect signed authorization cards?

A2: If the union obtains signed cards from at least 30% of the caregivers it wants to represent, it can request a secret ballot election. If the union wins that election, all caregivers eligible to vote become represented by the union, regardless of whether they signed a card, if they voted in the election, or how they voted in the election.

Q3: What do union authorization cards look like?

A3: Authorization cards generally look harmless – many times resembling a magazine subscription renewal card. Despite their simple appearance however, a signed authorization card is a legal document.

Unions may also use authorization petitions, which have the same purpose as a card.

Q4: Are there any risks of being represented by a union?

A4: Yes, there are many risks. To name just a few:

- Unions can call strikes. During a strike you would not get paid by Providence and you might not get paid by the union, nor be able to collect unemployment.
- You give up the right to speak with management for yourself on terms of employment. Unions can negotiate contract language that would apply to you but might not be in your best interest.
- You could lose the flexibility of working directly with your manager on things important to you, such as scheduling.

Q5: Does it cost money to be a member of a union?

A5: Yes – if a union were to be voted in at Providence and negotiated a union security agreement in the contract, all caregivers represented by the union would have to pay dues or a representation fee to the union as a condition of employment. This money would come out of each represented caregiver's paycheck, and the union determines the amount. Dues are the main source of income for unions and they can use the money from dues however

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they want. Unions rely on dues money to pay their leaders, to support the union's political agenda, to support organizing campaigns at other facilities, and to support other activities, such as strikes, pickets and rallies.

Q6: What is a union organizer?

A6: Most unions employ staff called "organizers" who are paid by the union to get caregivers to sign cards and support the union. The union organizer may ask and use Providence caregivers to convince their co-workers to sign an authorization card or petition.

Q7: Do Providence caregivers have to talk with a union organizer?

A7: No – you are under no obligation to talk with a union organizer. You have legal rights under the National Labor Relations Act (NLRA) that protect you from harassment, intimidation and coercion. The NLRA also preserves your right to refrain from any union activity, to campaign against the union, and to not sign union materials.

Q8: Can Providence caregivers oppose the union?

A8: Yes – you have the legal right to oppose the union. You also have the right to share your opinion with co-workers, if you choose to do so.

Q9: What rights do Providence caregivers have if they don't want to sign a union authorization card or petition?

A9: You have the right to refuse to sign an authorization card or petition, and to be free of pressure or harassment by any union organizer or supporter. If you feel a union organizer or other union supporter is harassing you, share this information with your manager or Human Resources immediately.

Q10. I signed a union authorization card and have changed my mind. How do I get it back?

A10. You have the right to request that the union return your card, but the union is under no obligation to do so. You may send your request by certified letter to the union with a copy to the National Labor Relations Board.