

Keeping You Informed

Be Careful with Union Materials... And Protect Your Identity and Privacy

- **Union cards, electronic authorization cards and/or union petitions look harmless, but they are legally binding.**
- **The card provides the union and other people with a lot of your personal, confidential information.**
- A signed union authorization card or petition **is a legal document authorizing a union to make decisions on your behalf.**
- Be careful what personal information you share and what materials you sign – including “sign-in” sheets at union meetings. They also can be legally binding.
- A union organizer or co-worker may use your information in ways you don’t want, **including sharing it with other people.**

THIS MAKES THE UNION AUTHORIZATION CARD LEGALLY BINDING.

SIGNING this authorization card gives the union the ability to be your sole representative on things like pay, benefits and working conditions.

Your **HOME ADDRESS** allows the union to visit you at home, at night and when you are not working.

Yes! I want the California Nurses Association (CNA) to represent me in collective bargaining with my employer and to assist RNs at my hospital to advocate for our patients and our profession.

Name _____

Signature _____ Date _____

Home Address _____



City/State/Zip _____ Phone _____

Email _____ Shift/Hours _____

Facility _____ Unit _____ Year Hired _____

Job Title _____ Status (check one) _ Full Time _ Part Time _ Per Diem

I understand that by signing this card: 1. My card will be 100% confidential. Only the federal labor board will see. 2. Does NOT authorize the Union to begin collecting dues or fees of any type. 3. Does not diminish my rights under federal, state or local law or in any way legally bind me to take any action or refuse to take any action at work. 4. I support the Union now but my vote will be 100% confidential at the actual election.

Giving the union your **HOME AND CELL PHONE NUMBERS** allows them to call or text you and intrude on your personal time.

Obtaining an **EMAIL ADDRESS** allows virtually constant access.

Flip the page to learn more about your rights and union materials. —>

To get more information, visit **SAHfacts.com** or scan the QR code



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Q What is a union authorization card/petition?

A A union authorization card/petition is a legal document that can give a union the sole and exclusive right to speak and act on behalf of associates in all matters regarding wages, benefits, working conditions and other terms of employment at SAH.

Q Does signing a union card guarantee me better wages, better working conditions or better staffing?

A No. Signing a card does not guarantee you will get anything more or that issues will be resolved. If the union becomes your exclusive representative, the only right the union has is to represent associates and try to negotiate a contract with SAH through the collective bargaining representative. SAH does not have to agree with union demands and there is no requirement that an agreement be reached.

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

A Union organizers and associates who support them can be extremely persistent and aggressive. **You have the right not to be pressured to sign a union card – the choice is yours.**

Q Do I have to sign a union card or meeting sign-in sheet to get information about the union?

A No. No one should expect you to sign a legally binding document or any other union materials just to get information. You have the legal right to say, "No thanks." You can get more information about the union by talking with your leader, Human Resources or doing research on the Internet.

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

A The union can do several things with a signed authorization card/petition.

1. If the union gets 30 percent of associates in a targeted group to sign cards, it could request that the National Labor Relations Board (NLRB) conduct an election in which associates vote to determine whether or not they want to be unionized.
2. The union may use this card to send you mail, to call you at home, text you or visit you at home.

Q Is signing a card the same as voting?

A No, but signing a card may have significant consequences. If the union is able to gather enough signatures to file a petition with the NLRB to trigger an election, every eligible associate in the petitioned-for group will have the right to participate in the vote.

Your signature is valuable. Don't give it away without fully understanding what's at stake.