

WHAT TO TELL EMPLOYEES ABOUT UNION AUTHORIZATION CARDS

1. Union authorization cards are *legal documents*, and signing one could have serious consequences.
2. Signing a union authorization card is NOT simply a request for information about the union.
3. Signing a union authorization card is NOT simply a request for a vote to decide if employees want a union.
4. Signing a union authorization card gives the union the legal right *to be your collective bargaining representative* with your employer.
5. Signing a union authorization card gives the union the right to speak for you concerning your wages, benefits and other issues regarding your job.
6. Unions use authorization cards to get information about employees and their companies, and they can use that information for any purpose.
7. Unions can use a signed authorization card to make you pay dues to the union.
8. Signed authorization cards are valid for a year *or even longer* in some cases.
9. Unions can use authorization cards to call for an election, but they can also use them to gain representation rights over a group of employees *without ever having an election*.
10. Unions can disclose your signature on an authorization card to anyone including the company, other employees and the federal government.