

MAKING INFORMED DECISIONS

Important Facts on Union Cards

This is a union card:

United Food & Commercial Workers International Union			
Affiliated with AFL-CIO-CLC			
AUTHORIZATION FOR REPRESENTATION			
I hereby authorize the United Food & Commercial Workers International Union, AFL-CIO-CLC, or its chartered Local Union(s) to represent me for the purpose of collective bargaining.			
_____ (Print Name)		_____ (Date)	
_____ (Signature)		_____ (Home Phone)	
_____ (Home Address)	_____ (City)	_____ (State)	_____ (Zip)
_____ (Employer's Name)		_____ (Address)	
_____ (Hire Date)	_____ (Type Work Performed)		_____ (Department)
	Day Shift _____	Night Shift _____	Full Time _____ Part- Time _____
_____ (Hourly Rate)	_____ (Day Off)		
Would you participate in an organizing committee? Yes _____ No _____			

Union organizers are visiting stores to get staff to sign union cards. **This card carries legal weight.** Signing it can indicate you want to join and be represented by a union. If just 30 percent of staff in a defined group sign, the union can petition the NLRB for an election.

Why is signing a union card a big deal?

Union cards are legal documents and by signing one you may give up your rights to speak for yourself. Please be careful what you sign. Whether or not you sign and vote yes to a union is your personal choice.

Is signing the card just showing support for what union organizers are saying?

No, signing a union card has legal implications instead of meaning. You should only consider signing one if you actually support the union and want to form a union. If you are unsure or just want to do more research, you have the right to decline to sign until you are comfortable and ready.

What if I'm asked to sign a card but don't want to?

By law, you have the right not to sign a card and not to join a union, and no one is permitted to threaten or pressure you into signing a card.

If I sign a card, can I get it back?

If you change your mind, you can and should ask the union for your card back. This might be hard to do, but it is your right. **Importantly, even if you signed a union card, you can still vote no in an election. That final choice is yours.**

Am I required to talk with union organizers?

No, union organizers don't have special privileges that require you to talk to them. You may tell them, or fellow staff members, you do not wish to discuss the topic – or any topic – if you feel uncomfortable with the conversation.