

No One Needs To Sign A Union Card

A letter from UNH's chief human resources officer

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Tuesday, July 5, 2016



At this early stage of the union's organizing effort, the union or its supporters may ask employees to sign a union authorization card.

Please know that no one needs to sign a union card, now or later.

You may hear lots of reasons to sign a union card, like:

- "It's just to get information."
- "Everyone has signed already."
- "It just shows you're interested."
- "It's easy to get it back if you change your mind."

None of these statements is true. To the contrary, a union card is

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a serious document that employees should not even consider signing until they have considered all the information about what signing a union card can mean.

- A signed union card is a legal binding contract between you and the union. Like any contract, there are rights and obligations on each side. To what obligations are you agreeing? What do you get for your commitments? For them, do you get anything more than someone to speak on your behalf?^[L]_[SEP]
- Signing a union card makes the union your legal exclusive representative at work. What is the quality of the union's representation? Will it represent your interests or those of hundreds of other employees? Do you want to give up the representation that you now receive from the University? Do you want to give up the right to represent yourself?^[L]_[SEP]
- How difficult could it be to get rid of the union if you do not like the representation for which you are paying hundreds of dollars a year?
- A signed union card can lead to the risks of collective bargaining. The union—and a representative you do not even know—would be in charge of your salary, wages, hours and other conditions of employment. Do you really want a stranger in charge of all that?

A signed union card is very important. The union needs 30 percent of the employees in an “appropriate bargaining unit” to sign cards in order for the Labor Board to hold a secret ballot election, but the union will want 60 percent or more of employees to sign.

Questions? Comments?

Do you have questions for UNH Human Resources or would you like to submit a statement or testimonial about the efforts to organize UNH

As you would before voting in any election, you should gather as much information as you can before you even start to think about what you want to do. There is no rush.

staff? [Submit them here.](#)

We will continue to provide you with important information that may help you with what may be the most important decision you will make as a university employee. If you have any questions on your journey, please do not hesitate to ask your HR partner or you can reach out to me.

—Kathy Neils

Chief Human Resources Officer

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