

## Can You Trust the Teamsters?

*Teamsters organizers have told team members:*

"You need to sign a union card for more information."

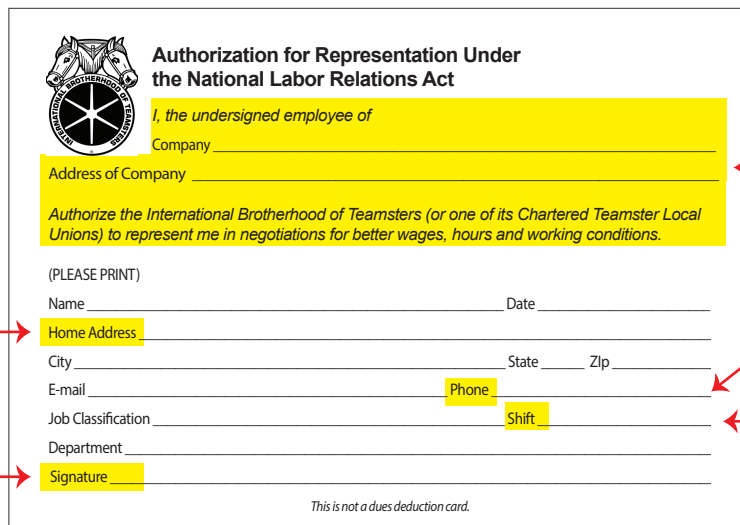
"We need 30% of team members to sign a union card so we can file a petition for a vote."

"...if we get enough cards signed we can submit a recognition request and potentially bypass an election."\*

### What Signing Union Materials May Mean...

- **Signing away your vote.** Union cards, electronic authorization cards and/or union petitions look harmless, but they are legally binding and could potentially be used to bypass a union vote.
- **Signing away your privacy.** If filled out, the card provides the Teamsters and other people with a lot of your personal, confidential information. A Teamsters organizer or co-worker may use your information in ways you don't want, including sharing it with other people.
- **Signing away power of attorney.** A signed union authorization card or petition is a legal power of attorney authorizing a union to act as your collective bargaining agent in negotiations.

Paper authorization cards and petitions have similar wording. If you and enough of your colleagues sign, an election could be authorized (and in some cases, team members could be unionized without the ability to vote in an election).



**Authorization for Representation Under the National Labor Relations Act**

I, the undersigned employee of  
 Company \_\_\_\_\_  
 Address of Company \_\_\_\_\_

Authorize the International Brotherhood of Teamsters (or one of its Chartered Teamster Local Unions) to represent me in negotiations for better wages, hours and working conditions.

(PLEASE PRINT)

Name \_\_\_\_\_ Date \_\_\_\_\_

Home Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

E-mail \_\_\_\_\_ Phone \_\_\_\_\_

Job Classification \_\_\_\_\_ Shift \_\_\_\_\_

Department \_\_\_\_\_

Signature \_\_\_\_\_

This is not a dues deduction card.

Getting your home address allows the union to make visits to your home anytime – including without advance notice.

Signing this card, electronic card or a petition authorizes the union to be your exclusive representative.

Providing a phone number allows the union call and text you.

A union may use this information to ask you to solicit cards and support from other team members in the same department or shift.

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**Q1. What is a union authorization card/petition?**

**A1.** A union authorization card or petition is a legal document that potentially can give a union the sole and exclusive right to speak and act on behalf of team members in all matters regarding wages, benefits, working conditions and other terms of employment at Corewell Health - possibly without an election.

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**Q2. Does signing a union card guarantee me better wages, better working conditions or better staffing?**

**A2.** No. Signing a card does not guarantee that any of your issues or concerns will be resolved. If the union becomes your exclusive representative, the only right the union has is to represent team members and try to negotiate a contract with Corewell Health.

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**Q3. What are my rights if I don't want to sign a union authorization card or petition?**

**A3.** Union organizers and team members who support them can be extremely persistent. We want you to have the facts about your legal rights. Federal law provides team members with the following rights:

- YOU have the right to sign or not sign a union card.
  - YOU have the right to campaign for or against the union.
  - YOU have the right not to be bothered by union supporters while you are working or in patient care areas.
  - YOU have the right to talk or not talk to a union representative if you are contacted at home.
  - YOU have the right to tell union organizers you are not interested.
  - YOU have the right to say, "No."
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**Q4. Why is my signature so important to the union, and what does the union do with signed authorization cards or petitions?**

**A4.** The union can do several things with a signed authorization card/petition.

1. If the union gets 30% of team members in a bargaining unit (group of team members) to sign cards, it could go to the National Labor Relations Board (NLRB) and file a petition for an election in which team members vote to determine whether or not they want to be unionized.
  2. If the union collects signatures from more than 50% of the team members in a bargaining unit, the union could request that Corewell Health voluntarily recognize the Teamsters as the team members' union, bypassing your opportunity to vote.
  3. The union may use this card to send you mail, to call you, text you or to visit you at home.
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## Your signature is valuable.

Don't give it away without fully understanding what's at stake.

To get more information,  
visit **BeInformedCH.org**  
or scan the QR code

