

→ Know the Facts

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.**

1 *Electronic authorization cards, paper cards, and even some union sign-in sheets all include similar wording. If you and enough of your colleagues sign, an election could be triggered (and in some cases, all employees could be unionized without the ability to vote in an election).*

2 *Getting your home address lets a union make visits to your home anytime – including without advance notice.*

3 *Providing a phone number lets the union call and text you.*

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

Authorization for Representation Under the National Labor Relations Act

I, the undersigned employee of

Company: _____

Address of Company: _____

1 authorize the International Brotherhood of Teamsters to represent me in negotiations for better wages, hours and working conditions.



Name _____ Date _____

2 Home Address _____

City/State/Zip Code _____

Social Security Number _____ **3** Phone _____

Job Classification _____

4 Signature _____



Know the Facts

① What is a union authorization card/petition?

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 employees in all matters regarding wages, benefits, working conditions, and other terms of employment.

② Does signing a union card guarantee me better wages, better working conditions or better shifts?

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 employees and try to negotiate a contract through the collective bargaining representative. Wallenius Wilhelmsen does not have to agree with union demands and there is no requirement that an agreement be reached.

③ What are my rights if I don't want to sign a union authorization card/petition?

Union organizers and employees 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.

④ Do I have to sign a union card or meeting sign-in sheet to get information about the union?

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.

⑤ Why is my signature so important to the union, and what does the union do with signed authorization cards/petitions?

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

1. If the union gets 30 percent of employees in a targeted group to sign cards, it could request that the National Labor Relations Board (NLRB) conduct an election in which employees 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.

⑥ Is signing a card the same as voting?

No, but signing a card may lead to an election, if the union is able to gather enough signatures to file a petition with the NLRB. If there is an NLRB election, every eligible employee 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.