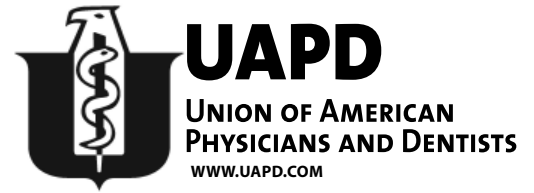


Frequently Asked Questions About Forming a Union



What is a union?

A union is an organization formed to collectively bargain over the wages, hours, and conditions of employment of a particular group of employees. In order for a union to become the exclusive representative for those purposes, a sufficient number of employees must show an interest in being represented by that union.

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What is an authorization card?

An authorization card is a document expressing support for a union that requires an employee's signature. A union needs to collect cards from over 50% of the designated group of employees (called a bargaining unit) to become the exclusive collective bargaining representative for that group. Alternatively, a union can collect signed authorization cards from 30% of the bargaining unit then schedule an election during which all bargaining unit members vote on the question of forming a union.

How much are UAPD dues?

UAPD members pay no more than 9/10ths of one percent (.9 of 1%) of their salary in dues, and those who choose not to join the union pay no more than .86 of 1% in agency fees.

Is joining UAPD a good investment?

UAPD is a nonprofit organization that uses all the money that doctors contribute to provide services to those same doctors. The UAPD professional staff have helped doctors across the state negotiate steady improvements in wages and benefits that, over the years, have significantly increased doctor earnings. Keep in mind that the first time a union succeeds in negotiating a wage increase of 1% for employees, that union has paid for itself in perpetuity. While no union can guarantee the outcome of any particular negotiation, UAPD is confident that our services more than pay for themselves in a short time-frame.

Does UC have an opinion about whether or not employees should be unionized?

UC does not take any position on whether employees should be represented by unions. UC supports employees' rights to determine for themselves whether or not they think unionization is beneficial (*Source: UC Merced Human Resources Website*).