



RECLAIM OUR PROFESSION

Franciscan Doctors Organizing



UAPD
Union of American
Physicians and Dentists

1-800-622-0909
www.uapd.com

Frequently Asked Questions (FAQ) About Forming a Union

Q. What is a union authorization card?

A. Employees sign a union authorization card to show support for having a union in their workplace. By signing, you agree that you wish to be represented by UAPD for the purposes of negotiating with your employer on wages, hours and working conditions.

Q. How do I sign a card?

A. You can sign and return to UAPD a paper card, do it online at www.uapd.com/franciscan.

Q. Will my employer know who signed cards?

A. No. Neither the union nor the National Labor Relations Board (NLRB) will share that information with your employer.

Q. When will we get to vote on whether or not to have a union?

A. Once at least 30% of a bargaining unit sign union authorization card, UAPD can file for an election with the NLRB. UAPD and the employer must agree on who is eligible to vote, the duration of the voting period, and how the election will be conducted. That process usually takes a few weeks. Once those issues are resolved, your unit will participate in a secret ballot election conducted by the NLRB. The result will be determined by a majority of those who participate in that vote.

Q. What can I do to help?

A. Talk with your colleagues about why it's important to join together to improve your workplace. You can discuss the union before or after work, during lunch or on that rare break between patients. You have a legal right to discuss the union with colleagues when you are not with patients or not interfering with work.

Q. Do I have to attend a meeting with my managers regarding the union?

A. If your employer calls for mandatory meetings, then you must attend. However, attendance does not equal acceptance; you need not share your thoughts about the union to management. It is illegal for your employer to ask you how do you plan to vote, who signed cards or anything else about your organizing efforts.