



KNOW BEFORE YOU SIGN!

Whether or not you've signed a card that authorizes the union to be your bargaining representative, here are some important questions to ask those who are soliciting your signature and support:

WHAT WILL IT COST ME?

- ✓ How much are union dues?
- ✓ Will you guarantee that you won't demand a union security clause in the contract that would force everyone to pay full union dues? Could I lose my job if I don't pay?

WHAT WILL I GET?

- ✓ Can you guarantee me a pay increase or benefit protections?
- ✓ Does your union have benefits or will my benefits still come from St. Joseph Health?
- ✓ Can you guarantee I will have job security?

WHAT ARE THE RISKS?

- ✓ Can a union contract actually mean I might lose benefits I already have?
- ✓ I have special work-time needs. Could I lose the flexibility to work out my schedule with my colleagues and my manager if a union contract provides for different working arrangements?
- ✓ Can there be a strike? If I decide I have to work instead of going on strike, could it be intimidating to cross the picket line?
- ✓ Who will speak for me? What could this do to my relationship with my manager?

REMEMBER! Always read the fine print whenever you are asked to sign something.
More questions about what signing a union list or petition could mean to you?

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THANK YOU!

St. Joseph Health 
St. Joseph Hospital