

Why is your signature valuable to HPAE?

Union supporters and organizers may ask you to sign an HPAE authorization card or petition without fully explaining what it means. They may say you must sign something just to get more information – but that's not true.



Here's what a union authorization card really means:

HPAE might attempt to take away your right to vote if it gets enough cards signed with a demand for voluntary recognition as your exclusive representative. We could lose the ability to work directly with you on your individual needs.

Frequently asked questions about union authorization cards

Why is my signature so important to the union?

If you sign a union card or petition, either paper or digital, you may be giving the union the exclusive right to represent you regarding wages, benefits and working conditions. If the union gets enough team members to sign up, it could ask the National Labor Relations Board to hold an election or it could demand to be recognized as your representative without an election being held.

Does signing a union card guarantee me better wages and working conditions?

No. If the union becomes your exclusive representative, the only right the union has is to try to negotiate a contract agreement between the union and Hackensack Meridian Health. You could end up with less, more or the same as you have today. That is a big risk to take.

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

Everyone has the right to say no. Federal law provides employees with the right to:

- Sign, or not sign, a union card
- Campaign for, or against, the union
- Not be bothered by union supporters while you are working or in working areas
- Talk, or not talk, to a union representative if you are contacted at home