

Know the Facts: Exclusive Representation

Union representation would make it illegal for Public Safety leaders or ELR to work with you directly about your wages, benefits, hours of work, or terms and conditions of employment. Instead, you'd have to ask a union rep, who you may or may not know, to get involved in your personal business, and then ask the rep to talk to your leader.

Duties of Bargaining Representative and Employer

“Once a collective bargaining representative has been designated or selected by its employees, it is illegal for an employer to bargain with individual employees, with a group of employees, or with another employee representative.”

Source: Basic Guide to the National Labor Relations Act, page 9

And,
in the District of Columbia, if the union wins, you can be required to pay union dues (or other fees) in order to keep your job, even if you don't want the union or even if you vote NO union.

 MedStar Washington Hospital Center

Know the Facts: Your Rights

Understanding your legal rights is the first step in making an informed, educated decision about union representation and how it might impact you. MedStar Washington Hospital Center respects your rights as provided in the National Labor Relations Act:

You have the right to:

- 1. Not support the union.**
- 2. Support the union.**
- 3. Share your opinion about union representation with your co-workers during non-working time.**
- 4. Vote confidentially for or against union representation in the upcoming secret ballot union election. A “NO” vote is a vote against union representation. A “Yes” vote is a vote for union representation.**

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