



MedStar Health

Know the facts: about union representation.

When deciding whether you want an outside third party like a labor union to represent you at work, it's important to have all the facts so you understand how you and your family may be impacted by union representation. Consider the following:

The Union Speaks for You

Being represented by a union means that the union speaks for you on all things related to your wages, benefits, and certain working conditions. You would no longer deal directly with your supervisor or MWHC on these issues.

There's No Opting Out

If the union is voted in, it would represent all security officers whether you support it or not, and even if you voted against the union in an election. This means everyone would be bound by the contract whether you agree with it or not. The law says there is no opting out.

You Would Be Required to Pay Dues

The union's first priority would be to get language in the contract that requires you to pay dues, or other fees, as a condition of employment. This means the **union could ask that you be terminated if you fail to pay** dues or a representational fee.

You Would Not Get to Vote on Your First Contract

Almost always, union members get to vote on whether to approve a negotiated contract. **The SPFPA, however, does not permit union members to vote on the first contract.** This means the union does not have to live up to the promises it made to you during the campaign and you'll be stuck with whatever they negotiate with MedStar.