

# Beware of Union Misinformation Vol. 6

Here's a look at some popular union myths with **THE TRUTH** to help keep you informed.

## Myth:

**Signing a union authorization card (paper or electronic) is no big deal and will just allow the union to give you more information.**

## The Truth:

Signing anything from the union is a **BIG DEAL**, and you should seriously consider the implications of signing your name. Be sure you know what you are signing and read all of the fine print. You do not need to sign anything from the union to get your questions answered and to get more information. With recent changes in federal law, **your signature on a union card could be the only vote that you get on whether you will be represented by the union.**

## Myth:

**You should join and start a union because everyone is doing it.**

## The Truth:

This is a common myth spread by union supporters and organizers. Unions have received some high-profile media coverage in the last year or so, but the truth is that union membership in the U.S. is stagnating and in some cases, declining. A recent story by the Associated Press reports data from the U.S. Bureau of Labor Statistics showing that 10% of hourly and salaried workers were members of unions in 2023, or around 14.4 million people. That is an all-time, historic low, which is down from 10.1% of workers in 2022. The percent of unionized workers in the private sector – 6% – remained unchanged from 2022. Story here: <https://apnews.com/article/unions-membership-rates-uaw-government-a3fc7bc50dd59a89f414230e8837d7e6>

## Myth:

**The union will give you the power to control the business.**

## The Truth:

**If a union were voted in, it could try to bargain over operational issues, but it can't tell CommonSpirit how to run the hospitals.** During bargaining, there are certain "mandatory subjects" of bargaining, which include pay, benefits and terms and conditions of employment. There are also things the federal government calls "permissive subjects" of bargaining. The union and the employer do not have to negotiate over permissive subjects, which could include things like selection of managers, pay and benefits for managers and other non-union employees, equipment, procedures, services provided, business success metrics and many other topics. Collective bargaining can be risky for employees because you could end up with more, less or the same as what you have now.



Get more information about union representation at **PSFfacts.com** (scan the QR code)