

UNION AUTHORIZATION CARDS

THE ACTUAL FACTS

Tempus RTP management recently began circulating a fact sheet on union authorization cards (A-cards). Like most companies who don't want their employees to unionize, they shared misleading information, without a source for you to confirm. The IAM Union doesn't believe in half-truths. Below is a point-by-point chart to clarify the information Tempus provided.

What Tempus Said

Tempus asserts that the online A-Card can be mistaken for a request for information. The A-Card is categorized as a "legal document."

A-Cards request confidential information that the company wouldn't disclose. They assert the union doesn't keep info confidential.

A union only needs 30% of the employees to show interest to petition the Labor Board to conduct a union election.

The union can DEMAND a company voluntarily recognize it without an election, based on a simple majority of authorization cards.

Cards do not expire and it can be difficult to revoke a card after signing it.

What Tempus Left Out

A-cards are a means to satisfy the showing of interest required by the law. It isn't like mortgage documents or a court subpoena. A-cards are required to clearly state the signer is identifying which union they choose for collective bargaining purposes.

The election process is confidential. Only the Labor Board receives the info on the cards. Hard copy cards only require, name, date and signature. Electronic cards a little more info for validation. The employee decides what information they wish to provide and which format.

This is true. I think Tempus wants you to fear that a small portion of employees can determine union status for everyone. That isn't true. It takes a majority (50%+1) of yes votes to win union representation.

The law allows the company to choose to forego an election by voluntarily recognizing the union. When we ask, the company usually says, "no", and we proceed to an election. If union DEMANDS were that threatening, the bargaining process would be so much easier!

It's a rare circumstance for a card to be considered valid after 1 year. By law, if you want to revoke your card, you simply ask and it is returned to you. Signing an A-card shows your interest in voting for union representation. It is NOT an obligation to vote yes.

The National Labor Relations Board is the independent government agency with authority to enforce the law. They have an information officer available to answer questions. You can confirm this information by calling 1-844-762-6572.

If you would like to have a confidential conversation with the IAM Union Organizer, contact Bridget Fitzgerald by call/text 301-213-4189 or email bfitzgerald@iamaw.org