

Ask Before You Sign

Always read the fine print whenever you are asked to sign something.

Signing a union card is your Authorization for Union Representation. By signing, you indicate you want the union to be your representative. As your representative, the union will demand dues from you—potentially hundreds of dollars a year—as payment.

Here is a list of important questions to ask when approached for your signature and support:

What will it cost me?

- How much are union dues?
- Will you guarantee that you won't demand a union security clause in the contract that would force everyone to pay full union dues?
- Could I lose my job if I don't pay?
- If there is a walkout and I choose to participate, what could it cost me?

What will I get?

- Can you guarantee me a pay increase, benefits and job security?
- Does your union offer its members benefits?
- How much will I have to pay for benefits if I receive them from the union?
- What is your track record negotiating contracts with higher education institutions?
- What gains have you achieved for faculty members at other universities? Will the cost of my dues be worth it?
- Would I have an opportunity to participate in contract negotiations and meet with administration officials about contract issues including pay, benefits and working conditions?
- Would the union be able to establish, plan, direct and control DePaul's budget, resources and priorities?

What are the risks?

- Could I lose advantages I already have with the university during collective bargaining?
- Can there be a strike? If there is, what are the ramifications to my students?
- What could happen to shared governance at DePaul and my relationship with the university and my school or college? Who would speak for me?
- If there is a walkout and I choose not to participate, what could happen to me?

Remember, you have the right to be informed and know what you are signing. If you are asked to sign something or complete an online form, even if it doesn't mention a union election, you actually may be signing a union authorization card. A simple precaution: **Ask before you sign.**