

Educate Yourself: Union Organizing Tactics

Union representatives and supporters may make claims they can't back up to persuade you to sign a union authorization document or to support the union.

What you might hear versus the facts:

Union Claim	The Facts
We will make sure you don't have to use decontaminated PPE and can get an N95 whenever you want one.	Unions have no control over PPE supplies. Consider the numerous unionized hospitals in New York that nonetheless experienced shortages during the early days of COVID-19.
Try the union for a while. If you don't like it, we'll leave.	Unlike politicians, unions never have to run for re-election. A union is in place indefinitely. Once a union is voted in, the only way to vote it out is through a complex process called decertification.
Everyone in your program has signed authorization forms but you!	If everyone else had signed, the union wouldn't need your signature. The decision to sign or to not sign a union authorization form is a personal one. It should be based strictly on whether you want union representation, not on the union's statements about other residents.
If you support the union, we can help with your visa and get you here faster.	The union has no standing to help international residents with their visa status. As your employer, MedStar Health is the visa sponsor, applies for the visa on your behalf, and provides legal support during the process.
You need to fill out this form so we can send you information about the union.	Unions may claim you need to sign an online form or other document to get more information about the union or attend a meeting. That is not the case. Information about unions is widely available online or from your Program Director, GME or Human Resources.
You need to sign this form so you can vote when there's an election.	You don't need to sign a union authorization document to vote in a union representation election. If there is an election, all eligible voters have the right to vote whether or not they signed a union authorization document.
If you support hazard pay for health care workers, sign this petition to demand Congress recognize your sacrifice and do what's right and fair.	Unions often attempt to leverage "hot topics" (most recently hazard pay, PPE, and racial justice) as a way to engage those they are trying to organize. Always read the fine print to understand the true purpose of the document you're being asked to sign and the potential legal implications of doing so.