

# Did you know?

## Your rights when it comes to unions

Union organizers make a lot of promises when they are asking for your support. But there are no guarantees. The union might contact you and ask questions about working at UMC. You do not have to speak to them.

You have the right to:

- Refuse to sign a union card or petition or other union materials, on paper or electronically
- Tell the union organizers you are not interested
- Not be bothered by union organizers while you are working in a patient care area or anywhere else on campus
- Refuse to go to union meetings
- Not engage with a union organizer if you are contacted at home or by phone, text or social media
- Inform your leader of any union behavior you feel is harassing or bullying. *UMC nurses have reported bullying behavior by other nurses.*

And you have the right to talk to your human resources representative or supervisor about your legal rights.

Visit [umcfacts.com](http://umcfacts.com) for more information.