

HOW TO *Unionize*



Identify Issues & Gain Support

1

The first step is to identify RNs who are interested in organizing. Identify issues and explain how they can be addressed with a DCNA contract. When there is enough support, nurses will circulate DCNA union vote authorization cards.



Authorization Cards

2

Nurses should sign a card once they have had their questions answered and decide that they want representation. Signing a card does not make you a union member or commit you to pay dues. UHS and management will never know who has signed one.



Election by Secret Ballot

3

Once a strong majority of RNs has signed cards, they are given to the National Labor Relations Board (NLRB), the agency that governs union elections. The NLRB will then hold a secret ballot election. UHS and management do not know how you vote. Once an election has been won, we form our union with DCNA representation.



Bargaining Our First Contract

4

Once we win the election, UHS can no longer change existing practices without bargaining with us first. Nurses win the best contracts when they are well organized, unified, and committed to strong participation in their negotiations.