

Forming Our Union: The Card Check Process

The process of card check

- 1) Cards are provided by UAOSU faculty activists and staff. It is important to **print** your name as it appears in your employment records, then **sign** and **date** the card.
- 2) Each card is collected by a UAOSU faculty activist or staff person. Your card will never be shown to your employer.
- 3) The completed cards, along with a representation petition, will be sent to the Employment Relations Board (ERB) of the State of Oregon.
- 4) The Employment Relations Board will request a list of faculty employees from the employer (OSU administration) and will then check your card, along with other signed cards, against that list.
- 5) If at least 50% + 1 of the employees listed have indicated their wish to be represented by our union by signing a card, the Employment Relations Board will certify our union.
- 6) State law dictates that your employer will not have access to any authorization cards throughout the card check process.

Card check as compared to a conventional election

Card check is an inherently more democratic process. In a conventional election, only that portion of the faculty who choose to get involved would decide on behalf of all faculty whether or not we form a union. Card check ensures that our union is certified because a majority supports building our union. In a conventional election, a minority could decide for the majority.

Your rights through the process

As public employees in the State of Oregon, OSU faculty members are guaranteed the right to choose whether to join or form a union. You also have the right to participate in the activities of that union if you choose to do so. It is illegal for the administration to interfere with your ability to freely exercise these rights. It is also illegal for the administration or their representatives to retaliate against you if you engage in such protected activities.

Representatives of OSU administration cannot:

- Ask you whether you support the efforts to form our union, or ask if you have signed a union card or intend to sign a union card.
- Tell you or ask you not to sign a union card.
- Retaliate against employees for supporting our union or participating in any union-related activities.
- Use any public resources (including time, money, materials, or facilities) to oppose our union organizing campaign.
- Prohibit you from talking with your colleagues about why you support our union.

If you have any questions or concerns that your rights are being violated, please contact United Academics of OSU at 541-207-3352.