



## Know the Facts.

### What union representation means for you.

When deciding whether you want an outside third party – like a labor union – to represent you at work, it's important to have all the facts so you understand how you and your family may be impacted by union representation.

Being represented by SPFPA means:

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#### ■ **The Union Speaks for You**

Being represented by a union means that the union speaks for you on all things related to your wages, benefits, and certain working conditions. You would no longer deal directly with your supervisor or MWHC on these issues.

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#### ■ **There's No Opting Out**

If the union is voted in, it would represent all security officers and EROs whether you want it or not, and even if you voted against the union in an election. This means everyone would have to live by the contract whether you agree with it or not. The law says there is no opting out.

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#### ■ **You Will Likely Be Required to Pay Dues to Keep Your Job**

The union's first priority will be to get language in the contract that requires you to pay dues, or other fees, as a condition of employment. This means the **union could ask that you be terminated** if you fail to pay dues or a representational fee.

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#### ■ **You Do Not Get to Vote on Your First Contract**

Unlike most other unions, **the SPFPA does not permit union members to vote on their first contract.** This means you won't have a say in what the union negotiates for you. The union does not have to live up to the promises it makes during the campaign, but you'll have to live by whatever they think is most important in negotiations - like mandatory payment of dues.