



## Questions to Consider as You Assess Participating in a Union

Union organizers from SEIU Local 500 and some of your co-workers from Kennedy Krieger School Programs who support unionizing may reach out to you at work or at home, through face-to-face conversations, texts, emails, phone/video calls or social media. They may try to give you information about the union and may ask for your support in the election.

We support your right to organize, and we want you to make an educated decision about what unionizing means for you, your students and the Kennedy Krieger School Programs before you sign a union authorization card. The only way to decide whether a union is right for the Kennedy Krieger family is to fully understand the facts and ramifications. The best way to do that is to ask questions, because in the end, the decision is all yours. Ask questions of us, but also ask questions of the union.

Here are some suggested questions you may consider asking union organizers during any union representation discussions. You are entitled to receive detailed and specific answers to the following questions:

### Ask the Union...



What will SEIU Local 500's top contract negotiation priorities be?



Will SEIU Local 500 guarantee in writing that the union will get us higher wages, guaranteed breaks or better benefits?



Will SEIU Local 500 guarantee in writing that I won't lose any benefits I currently receive, for example, our tuition assistance benefits?



Can SEIU Local 500 guarantee in writing that I will never be furloughed, laid off or fired?



Have you ever represented a specialized school like Kennedy Krieger Institute?



If I sign an authorization card and change my mind, will you give me my card back?

Q.

Exactly how much will my monthly dues be, and how are they calculated?

Q.

What happens if I don't pay my dues?

Q.

Can the union take money (other than dues) out of my paycheck?

Q.

If we vote for SEIU Local 500, how long will it be before we have our first signed contract and see the improvements the union is promising?

Q.

Union FAQs state that no one has to pay any dues until a first union contract is ratified and we are enjoying its protections and improvements. Who decides if there are improvements? Will I still have to pay dues if there are no improvements?

Q.

Will the union provide us with a copy of its constitution and by-laws—and not just hand me a sample collective bargaining agreement—before I have to decide whether to vote for the union to represent me?

Q.

If the SEIU Local 500 calls a strike, will the union pay my Kennedy Krieger health benefit premiums while we're out of work or get me another job if I'm permanently replaced?

Q.

If the union calls a strike, will I be eligible for unemployment benefits?

Q.

If the union calls a strike with which I don't agree, am I allowed to cross the picket line and take care of my students?