

No Opting Out

No Trial Period

- There is no ability to “opt out” of the union if nurses unionize.
- Nurses would have to follow any negotiated labor contract – even if that means losing benefits or other conditions of employment that they now have.
- Plus, with a union security clause, a union would require nurses to pay dues or fees just to keep their job at MedStar Harbor Hospital.
- If nurses unionize, the union is permanent unless they attempt the difficult process to remove a union, called “decertification.”

Here’s how the decertification process works:



1

Wait at least **ONE YEAR** before attempting to remove a union.



3

If a contract is reached, it could be up to **THREE YEARS** before attempting to remove a union.



3

If the window for filing is missed, it could be up to another **THREE YEARS** before trying again.

Even if filed on time, nurses must first gather signatures from a majority of the bargaining unit to request a decertification vote — and then win majority support in that vote to remove the union.



If you sign a union authorization card, you could be stuck with a union for a long time.

**MedStar
Harbor Hospital**

Visit <https://mhhnursesfacts.net/facts-about-union-organizing/> for more information about unions and union organizing.



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