**Oberg United We Stand**

**What are Authorization Cards and how are they used?**

The IBEW uses the authorization for two purposes.

1. They are used to gauge how many employees support forming a union.
2. They are used to show the National Labor Relations Board (NLRB) that enough Oberg Industries employees are interested in forming a union to hold a secret ballot election.

**Does Oberg management get to see who signed a card?**

No, the IBEW holds the cards and treats them as confidential. Under no circumstances would the IBEW show them to Oberg management or anyone else.

If a majority of the employees sign a card, showing they support forming a union, the IBEW will file a petition that asks the NLRB to come in and hold a secret-ballot election. At this time, the cards are turned over to the NLRB as proof that there is a sufficient showing of interest from employees. The NLRB does not show the cards to employers, nor will they even tell an employer how many were turned in. They will only state whether enough cards were submitted to hold an election.

**Can I get my card back if I change my mind?**

Yes, and it’s easy to do. Just contact Maria Vooris by phone or email. If you signed a paper card, she will return it to you. If you signed an electronic card on the website, she’ll email you to confirm that it has been removed. She will treat this activity as confidential as well.

It’s important to understand that the IBEW will not petition for an election unless a majority of the employees have demonstrated their support for forming a union by signing a card, so we appreciate knowing if someone has changed their mind and we have no problem returning that card.

**Do a Majority of Cards Mean the Union Wins the Election?**

No, Oberg management has not agreed to a card check agreement. So, the cards are only the first step. They only get you to an election. It’s the ballots cast during that election that determine the outcome and whether a majority supports unionizing and collective bargaining.