



QUESTIONS AND ANSWERS

Q What does this measure do?

- A** The Health Care Union Transparency, Accountability & Union Member Right to Vote Act will provide accountability, and transparency for health care workers who are members of large health care unions by giving them the right to vote on how their hard-earned dues money is spent on ballot measure campaigns. The measure does two important things:
- 1) **It empowers health care workers by giving them a right to vote on how their dues are spent on ballot measure campaigns.**
 - 2) **It creates transparency and accountability** by requiring large health care unions to provide their members with a detailed account of how their dues are spent on campaigns and politics every year — by mail and email — including the per member cost of that political spending.

Q Why is it needed?

- A** Right now, health care union members have little to no say on how their dues are spent on ballot measure campaigns and there is little if any transparency or accountability. Labor unions have a right to spend money on political issues and measures. But union members also have the right to decide how their dues money is being spent and a right to know exactly where their hard-earned dues money is going, including for ballot measure spending.

In the past 15 years, a few large special interest health care union leaders have proposed dozens of cynical and unnecessary state and local ballot measures that threaten patient access to quality health care at hospitals, health clinics, doctors' offices, and other medical providers. These measures also jeopardize the health care jobs of the very members they are supposed to represent.

Since 2012, the leader of one large California health care union alone has been behind at least 45 state and local ballot initiatives in California – spending more than \$73 million of health care workers' dues money to push unnecessary and risky initiatives... with most of them failing. That amounts to more than \$700 per member.

This measure will empower health care workers and add more transparency and accountability to the process by giving union workers information and the right to vote to decide if and how they want their own dues money spent on ballot measures.

Q When will this measure be put before California voters?

A The Health Care Union Transparency, Accountability & Union Member Right to Vote Act received its Title & Summary December 1st, 2025. This milestone marks the beginning of the 180-day period to collect signatures from registered voters across the state to qualify for the November 3rd, 2026 election.

Q How does this measure empower union workers?

A Too often, union leaders fail to disclose to their members exactly how they've spent their dues on political campaigns and political issues, and the unions make it almost impossible for a member to opt out of financially supporting some, or all, of the union's political spending.

This measure guarantees that members are well informed on how their hard-earned dues are being spent and provides the right for members to opt out of financially supporting some, or all, of the health care labor organization's political activities.

Q Which unions are affected by this measure?

A The measure defines a health care labor organization as one having more than 50,000 members where more than half of their members are employees of a health care provider. This measure only affects the largest, statewide unions.

Q Why is this measure limited to health care unions? Why not all unions?

A The Health Care Workers' Right to Vote coalition is sponsored by the California Hospital Association and, thus, focuses on health care workers.

Q Will this tilt the scales in favor of corporations by limiting union spending?

A Not at all. This does not limit union spending. If union members want their money spent on ballot measures, they can simply vote to approve it. If not, their money shouldn't be wasted on political spending they may not agree with.

Q Is this intended to weaken unions and silence workers?

A No. This is about strengthening workers' voices. The only people silenced under the current system are union members whose money is spent on ballot measure campaigns they aren't aware of or don't support. This measure empowers workers by giving them a vote and greater transparency around how their hard-earned dollars are used.

Q How many union members will it take to approve political spending?

A Large health care unions would need to get majority approval of half of a quorum (2/3 of all members) before spending more than \$1 million on any statewide ballot measure campaign or \$100,000 on any single local campaign in a single year.

Q Unions already hold elections to elect officers and other leadership positions. Why is this measure needed?

A Executives from large health care unions are spending tens of millions of dollars of their hardworking members' dues on harmful ballot measures, without getting approval from their members. Most of these union leaders were elected by a very small percentage of the union's total membership – often less than 10% of all union members. It's a matter of fairness and accountability for health care workers.

Q Doesn't this initiative curb the First Amendment rights of unions?

A Not at all. Unions can still spend money on ballot measure campaigns, the measure simply requires they get approval of their own members. In fact, this measure puts the power back in the hands of health care workers and protects their right to decide how they want their dollars used on ballot campaigns.

Q How does this initiative affect collective bargaining and other traditional union activities?

A This measure does not impact unions' core functions like collective bargaining, contract negotiations, workplace representation, or advocacy for wages, benefits and working conditions. It only requires member approval for significant spending on ballot measure campaigns that exceed the specified thresholds (\$1 million statewide, \$100,000 local).

Q Would this create an uneven playing field in California by restricting unions but not similar dues paying organizations?

A No. Similar dues paying organizations do not take money directly from employee paychecks to fund political campaigns. This measure addresses a unique issue: union leaders spending workers' mandatory dues on ballot measures without their consent.

Q Why not apply the same standard for hospitals, or other health care facilities, by letting workers vote on political activities?

A Hospitals and other health care facilities do not spend portions of their employees' paychecks on politics. All dollars union leaders spend comes from dues taken out of workers' pockets. That's the critical difference – this is workers' money and they deserve a direct say in how it's spent.

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