



Signing authorization cards is the legal way to prove to the NLRB & Disney that more than a majority of you and your fellow cast members want to be represented by Equity and that you will vote "yes" if a formal election is necessary.

Signing a card is a separate process from joining Equity. Once we win recognition and begin bargaining our first contract, every eligible Cast Member will receive an application to join as a member of Equity.

**Here is the difference between Member & Non-member status with Equity:**

	Non-Member (Opt-out)	Member (Opt-in)
Protection & Coverage from the Contract at Work	✓	✓
Access to Union Reps & Assistance at Work	✓	✓
Respected & Listened to Concerns when Drafting the Contract	✓	✓
Ability to Perform in Non-Equity Theatre	✓	
Working Dues (2.5% of each Paycheck)	✓*	✓
Membership Dues (\$176/year)		✓
Contract Ratification Voting Rights		✓
Participation in Future Negotiations, Labor & Management Meetings, Membership Meetings		✓
Priority Audition Access to Equity Productions (outside Disney)		✓

Union working dues only accrue after the first contract is finalized and approved.

Equity's standard initiation fee is completely waived for any CM working at the time of recognition.

\* For more information about Agency Fee paying Non-Members, refer to [Equity's website](#).