

WHAT YOU MAY HEAR FROM YOUR EMPLOYER

Companies have access to a wide variety of anti-union material from many sources. The typical ANTI campaign has a timeline of activities where you can expect confusion, coercion and intimidation to keep you from becoming a union. Companies will tell half-truths and put out misinformation and statements about the IAM every step of the way to try and convince you that forming a union is a bad deal. Have you heard this one? "We'll have to close down and/or move work elsewhere if the union gets in here" or "We will no longer be able to afford to be in business". The list goes on with what companies tell their employees. All this rhetoric, while they rake in millions of dollars in profits. Some companies go to extraordinary lengths to make sure you stay "union free". When was the last time your employer cared so much about your well-being except when you decided to look into forming a union?

Week 1 - Get Supervisors involved

- Companies will usually start introducing the company's position on unions. Keeping companies "union free" is big business in America. Books, videos, seminars and consultants all aid employers in their attempts to convince you that staying "union free" is in your best interest.

- "Union Busters"

- The "Union Avoidance" industry, a term heavily used by employers, employs more than 10,000 lawyers and consultants. They are usually called in the moment a company hears that employees are interested in unionizing.

- For the first week of the campaign, management has prepared its front line troops, the supervisors. Preparation is over and the ground work is laid. Management is ready to begin. By this time you have probably received at least one love letter from the company.

- Then DUES, DUES and more DUES! FACT: **NO Dues are paid to the IAM until you ratify your first contract.**

Week 2 - Job Security

- The second week shifts focus to the first of several issues you will be hammered with over the coming weeks, job security. Job security is usually one of the first issues given, playing on the potential fear created by the idea of economic insecurity (the company says we may have to move work or close if you vote for a union).

Week 3 - Collective Bargaining

- The general goal this week is to convince you that you will receive less under a union contract than you already have. You may begin to hear things like "you start from zero when negotiating a contract and you may end up with less than you already have". Or they may say you'll start from a "clean sheet of paper".

The Department of Labor Statistics shows unionized workers have better wages, benefits and working conditions than non-union workers.

<http://www.voteyesiam.com/cadence/2015UnionAdvlettersize.pdf>

Direct Assault on the IAM

What is more intimidating than direct assaults to your personal security? During the campaign, management may try to create an atmosphere under which you and your co-workers become fearful of the union. Attempts will be made to make you believe that vandalism and intimidation are what the union is about. (This is an attempt to make IAM representatives out to be some sort of thugs).

Strikes

One of the most effective tools in a union buster's arsenal is a strike. The reason they advise managers and supervisors to hammer this issue, as often as possible, is because not only does it conjure up threats to personal security but economic security as well. (Our members at Boeing have a contract through September, 2024 with **NO POSSIBLE STRIKE UNTIL THEN**).

During the past 10 years, IAM negotiators won fair agreements without loss of a minutes work in over 99% of our contracts. (More than 4,400 IAM contracts are in effect today).

The "Final Push" and the "Sympathy Plea"

Now it is the last week of the campaign. This is the employer's last chance to convince you that a union would not be in your best interest. Time is running out for the employer, and desperate times require desperate measures. During the week, your employer will review each of the topics already discussed. Letters to your home or meetings will occur almost every day of the week of the election. Then they may say something like "we have heard all of you.....give us 6 months to fix the issues without the union here."

**VOTE
YES** 



Did you know?

Guide Dogs of America (GDA) raises guide dogs and trains blind and visually-impaired individuals and dogs to work together. An IAM member founded GDA in 1948 and the IAM is proud to be the center's leading sponsor. At no charge, GDA provides blind and visually-impaired individuals with a dog, harness and other necessary equipment; four weeks of intensive training, and room and board at the 7.5-acre facility near Los Angeles. For more information write: Guide Dogs of America, 13445 Glenoaks Blvd., Sylmar, California 91342, telephone 818-362-5834, or visit GDA's webstie: www.guidedogsofamerica.org