

Employees Should Get Answers To Some “Hard Questions”

Often a good approach with employees is to suggest that before they even consider a union they should ask some “hard questions” of the union organizers.

These super salesmen (union organizers) seem to have an answer to everything. Maybe the employee ought to ask them for a truthful answer to the following questions before accepting their offer for a “free” trip to paradise by voting a union in. These are things you may suggest that the employees ask the union’s representatives or supporters:

1. Why is the union working so hard to get into this company – would they work as hard if you and the rest of the employees told them you would not pay union dues even if the union wins an election?
2. Ask the union if it will agree that if it wins, it will not demand a clause in the contract which requires the company to take union dues out of the member’s paycheck BEFORE the employee gets his pay.
3. As the union why it isn’t willing to go around and collect dues and fines from members just like any business instead of trying to require the company to do it for them. What’s the matter – DOESN’T THE UNION TRUST ITS OWN MEMBERS TO PAY DUES?
4. Ask the union if union members can be assessed to pay for strikes at other companies.
5. Ask the union if union members can be fined for missing meetings or for working during a strike.
6. Ask the union if all employees, or just union members, get to vote on what does into a union contract.
7. Ask the union how it can make its promise good, if the company negotiates in good faith but does not agree to the union demands.
8. Ask the union to guarantee in writing that if the company does not agree that the union will make the union’s promises good out of the union treasury.
9. Ask the union who is expected to pay for these promises and what portion of the cost will be paid for by the union.
10. Ask the union what they are going to do to get the company to meet its demands if the company refuses after meeting its obligations under the law.
11. Ask the union who pays you if the union calls a strike and you go on strike with them.

12. Ask the union to guarantee you in writing that if there is a strike you can still work if you wish and no one from the union will harass or bother you about it.

13. Ask the union if the pay of union agents stops when employees go on strike and their pay stops.

14. Ask the union if there is a strike and you go on strike IF YOU CAN BE PERMANENTLY REPLACED.

15. Ask the union if you are permanently replaced, will the union guarantee in writing to get you another job as good as the one you have.

Won't The Union Automatically Get More Wages And Benefits For Us If It Wins The Election?

- No, but it would like you to think so.
- There are no automatic increases in wages or any benefits simply because a union wins an election.
- All union proposals and demands are subject to negotiation with the company. In fact, present wages and benefits would also be negotiable.
- The union cannot guarantee any increase in wages or benefits.
- With or without a union, this company intends to provide the highest level of wages and benefits it can afford. (Give example of benefits the company has provided).

Won't The Company Have To Sign A Union Contract If The Union Wins?

- The company would have a duty to bargain – but it is not required to sign any contract or agree to any term that it believes is unreasonable or harmful to the company.
- The company can say “no” to any union proposal that it cannot afford to meet or which it believes is not in the best interest of the company.
- The union cannot guarantee more benefits than the company has given voluntarily.

Won't The Union See To It That I Receive The Standard Union Rate?

- What the union is talking about is the “standard” union promise.
- There is no automatic or “standard” increase in wage rates simply because of union promises.

– If the union wins its “standard” promises only become subjects for negotiations with the company.

Won't The Union Provide Us With Job Insurance?

- The best job insurance is good business conditions.
- The union cannot “insure” jobs; it cannot guarantee good business conditions.
- This company is committed to providing good wages and benefits.
- Why pay an outsider for benefits the company already provides.

Won't The Union Provide Job Security?

- The best job security is good business conditions.
- The union cannot guarantee good business conditions or profits; it cannot guarantee steady work.
- It is the company that provides jobs, meets the payroll and offers steady employment.
- With our without a union, an employee will be terminated only for just cause.

If We Don't Like The Union, Can't We Always Vote It Out Later?

- It's very difficult for employees to get rid of a union they don't want.
- There cannot be a vote while the union has a contract. A three (3) year contract means no election for three (3) years – a long time to be stuck with paying dues to an unwanted union.
- The union, moreover, is not likely to sit back and allow employees to ask for an election. It will do its best to discourage them from doing so.

I Don't Care One Way Or The Other About The Union. Why Should I Bother To Vote?

- You are going to be affected whether you vote or not.
- The majority of those voting will decide the outcome.
- The election may be one of the most important decisions you make as an employee.

- If the union wins, you are going to be represented by it whether you want to or not.
- Don't let someone else make a decision affecting your future.
- It is very important to you that you vote.
- Just one vote may decide the outcome.

Why Is The Company Against The Union?

- We do not believe that the union will be in the best interest of the employees.
- Unreasonable union demands, if granted, could make the company unprofitable and this would hurt both you and the company.
- A union may call a strike to enforce its demands, which is not in your best interest, or the company's, or our customers.
- A strike means lost revenues to the company and lost wages to the employees.
- Without a union, we can provide steady and dependable service to our customers without being faced with the threat of a strike.

Does It Cost Money To Belong To A Union?

- It certainly does.
- Unions are expensive organizations.
- Union officials need your money to pay their salaries and expenses (which they receive even when you may be out on strike), and to maintain their expensive office buildings.
- Unions charge dues, fees and assessments.
- A union can also fine its members for violating its rules, such as crossing its picket line.

If The Union Gets In, Would There Be A Strike?

- The company does not know whether the union would call a strike.
- If the company did not agree to the union's demands, the union might call a strike to try to enforce its demands.

- The union has called many strikes throughout the country.
- Without this union, there will be no strike.

If There Were A Strike Would The Company Continue To Operate?

- The company would have the right to operate during a strike.
- The company has an obligation to its customers to continue to provide service.

If All The Employees Went Out On Strike, How Could The Company Operate?

- The company could operate with supervisors, managers and non-striking personnel.
- The company could also hire new employees as replacements for the strikers.

Would Employees Be Paid While They Were On Strike?

- No, the company would not have to pay any employee who did not work because of the strike.
- The union might provide what it calls strike benefits after a few weeks, but this amounts to very little.

Would Striking Employees Be Fired?

- Striking employees cannot be fired, but they can be replaced.
- The company has the right to operate during a strike and it has the right to hire new employees to replace any employee on strike.
- After the strike is over – permanently replaced striker would not have to be taken back until job openings occurred – and this could take a long time.

Do I Have To Vote For The Union Because I Signed A Card?

- No! Even if an employee signs a card, he/she has the right to vote against the union if he/she wants to.
- The election is secret – the union will not know ho you vote.

Do I Have To Let The Union Organizer In My Home?

- That is up to you but remember he is a paid, door to door salesman.

- The organizer has no right to enter your home to invade your privacy.

How Does An Employee Vote Against The Union?

- On the day of the election you will be told where and when to vote.
- When you go to the voting area, an agent from the Government (NLRB) will give you a ballot.
- You will mark the ballot in a private voting booth.
- If you want to vote against the union, put an “X” in the square marked “NO”.
- Don’t make any other marks on the ballot; don’t sign the ballot.
- The government agent will show you where to deposit your ballot.
- We hope you vote “NO”.