

UNITED WE STAND DIVIDED WE BEG.



For more information scan

ORGANIZING BOOKLET



**The GOOD,
the BAD,
and the UNION.**

TABLE OF CONTENTS

- 2 - Why Union? / Collective Bargaining
- 3 - Facts/Statistics
- 4 - At Will VS. Just Cause
- 5 - Process of Unionizing
- 6 - Who Are In Unions
- 7 - Things Employers Can't Do
- 8 - Things Employers Can't Do (Continued)
- 9 - Union Dues Used For?
- 10 - Unions Are Democratic / Strikes
- 11 - History of Unions / Disgruntled Workers
- 12 - Being Replaced
- 13 - Boss Fight

CREATED BY

THE ORGANIZER ROUNDTABLE OF SD

This booklet is provided to you by
the Organizer Roundtable. We are a coalition of
union organizers fighting the good fight.

- OR

BOSS FIGHT

THESE ARE ANTI-UNION CAMPAIGN TACTICS THAT THE COMPANY USES TO CONVINCE/SCARE WORKERS TO NOT UNIONIZE.

Top 10 Employer Campaign Tactics

- Send Letters Home
- One-on-Ones with Leaders
- Captive Audience Meetings
- Videos/YouTube/Websites
- Distribute Anti-Union Leaflets
- Increase pay and/or benefits
- Establish “No” Committees
- Last Minute Bomb Shells
- Isolate or Fire Activists
- Make Improvements

WHY UNION?

ORGANIZING A UNION CHANGES THE BASIC POWER RELATIONSHIP AT THE WORKPLACE. WITHOUT A UNION, EMPLOYERS CAN CHANGE YOUR PAY AND WORKING CONDITIONS AT ANY TIME, ANY BENEFITS YOU RECEIVE ARE AT THE DISCRETION OF THE EMPLOYER, NOT A RIGHT.

ONCE YOU HAVE A UNION, THE EMPLOYER CAN NOT MAKE ANY CHANGES UNLESS THEY ARE NEGOTIATED WITH THE UNION. ANY BENEFITS OR WORKING CONDITIONS COVERED BY YOUR CONTRACT ARE PROTECTED BY LAW, AS ANY OTHER KIND OF CONTRACT.

COLLECTIVE BARGAINING

IS HOW WORKING PEOPLE GAIN A VOICE AT WORK AND THE POWER TO SHAPE THEIR WORKING LIVES.

JOINING A UNION SIMPLY MEANS THAT YOU AND YOUR COLLEAGUES HAVE A SAY BECAUSE YOU NEGOTIATE IMPORTANT ELEMENTS OF EMPLOYMENT CONDITIONS SUCH AS PAY, BENEFITS, RETIREMENT ETC.

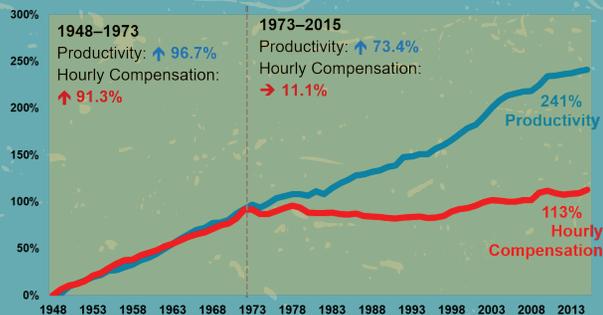
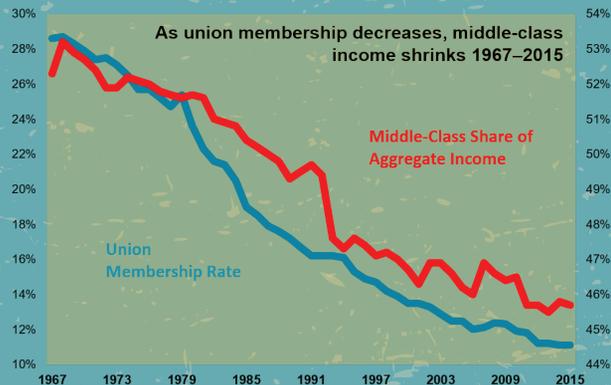
FACTS/STATISTICS:

WORKERS UNDER A UNION CONTRACT ON AVERAGE MAKE 20% MORE THAN THEIR NON-UNION COUNTERPARTS.

Defined benefit pensions: union-76% vs non union-16%

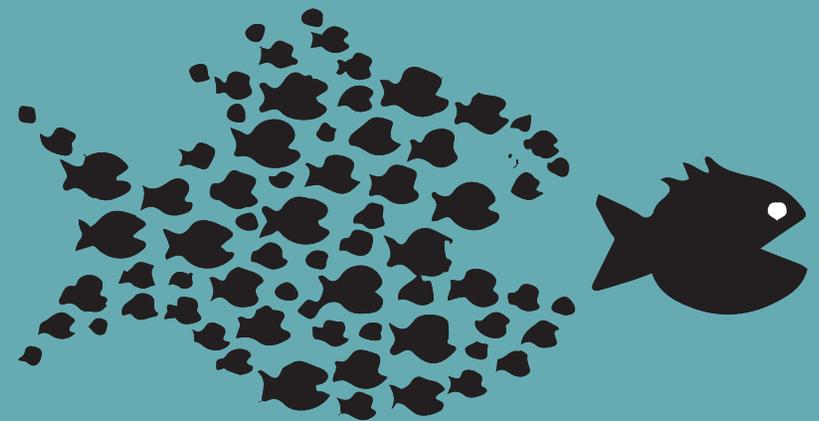
Healthcare: union-79% vs non union-49%

Paid sick leave: union-83% vs non union 62%



BEING REPLACED

NO, you will not be replaced once you become union by other union members. You already know the job site, it's in everyone's best interests to keep you at your location unless you choose to move.



“When workers come together.”

HISTORY OF UNIONS

Unions came about in response to the Industrial Revolution in the 19th Century when workers flooded the manufacturing jobs market.

Workers did not have anyone to stand up for them so they decided to form unions to fight for wages, safety on the job, protections, benefits, etc. Since then, workers across the world have been forming unions to build collective worker-power bringing in real transformative changes in their workplaces.

DISGRUNTLED WORKERS

Changes are collective, and affect the majority.
Back to Unions being democratic.

AT WILL VS. JUST CAUSE

At-Will employees:

Workers that do not have a union contract are at-will employees, meaning the boss can fire anyone for whatever reason without justification.

Just Cause:

Workers under a union contract have to have just cause to be terminated, meaning the boss needs to prove the reasons why he/she is firing an individual to the union representative.

PROCESS OF UNIONIZING

IDEALLY HAVE SUPERMAJORITY (70%) SIGN
REPRESENTATION CARDS

DURING ELECTION, 50% +1 MUST VOTE "YES"

THEN, NEGOTIATE A CONTRACT WITH WORK-
ERS, UNION, AND COMPANY AT THE TABLE

ONCE CONTRACT IS RATIFIED, IS WHEN YOU
HAVE A UNION

UNIONS ARE DEMOCRATIC

ALL UNION DECISIONS ARE MADE BY THE
WORKERS

Members vote leadership in and out.



STRIKES

Only workers can decide if they want to go on strike. It's always the last resort and about something the workers have decided is worth striking for.

In fact, over 90% of contracts are negotiated without having to go out on strike.

Promise employees a reward or future benefit if they abandon the union.

Tell employees overtime work will be discontinued if the company is unionized.

Tell employees that a union would force the company to lay off employees.

UNION DUES USED FOR?

TRAININGS

ARBITRATIONS

KEEPING THE LIGHTS ON

REPRESENTATION

CONTRACT NEGOTIATIONS

ORGANIZING - GROWING THE UNION!

WHO ARE IN UNIONS:

teachers
firefighters
construction workers
city workers
actors
nfl: football players
nba: basketball players
AND MORE!



THINGS EMPLOYERS CAN'T DO

**KNOW YOUR RIGHTS! YOU ARE PROTECTED
UNDER THE NATIONAL LABOR RELATIONS
BOARD NLRB WHEN ORGANIZING.**

Tell employees that the company will fire or punish them if they engage in union activity.

Lay off, discharge or discipline any employee because of his/her union activity.

Grant employees wage increases, special bonuses, or other benefits in order to keep the union out.

Ask employees about union organizers, meetings, etc.

Ask employees how they are going to vote in a union election.

Threaten employees with retaliation for participating in union activities such as voting in an election or signing a union authorization card.

Promise additional benefits to employees if they reject the union.

Claim flat-out that the company will not deal with the union.

Close up shop and move its operations to another territory in order to avoid dealing with a union.

Ask employees whether or not they belong to a union, or have signed a card for union representation.

Ask employees, during job interviews, about their union membership or how they “feel” about unions.

Make anti-union statements and act in a way that might show preference for non-union employees.

Make location or schedule transfers on the basis of union affiliations or activities.

Threaten workers or coerce them in an attempt to influence their vote.

Threaten a union member through a third party.