

# THE TRUTH ABOUT 3<sup>rd</sup> PARTY LABOR CONSULTANTS (UNION BUSTERS) AND THEIR PERSUASIVE TECHNIQUES

## YOU WILL BE TOLD THAT THE UNION IS A 3<sup>RD</sup> PARTY, AN OUTSIDER

In reality, **you are the union**. You are not a 3<sup>rd</sup> party. The union busters are a 3<sup>rd</sup> party hired by your employer. After the election they will go back to where they came from and you will not see them again.

## THEY WILL TELL YOU THAT THEY COULD CLOSE THE FACILITY

This is illegal under the national labor relations act. See #13 of the 35 things the employer can't do.

## THERE WILL BE NO MORE "OPEN DOOR" POLICY

There is nothing that states the company can't have an open door policy. What they don't tell you is that you can have a witness or union representative present with you. That is bargained in collective bargaining. You can still meet with your manager to discuss issues in your work place.

## THEY WILL SEND YOU A "LOVE LETTER"

You will receive mail to your home telling you to give them a second chance, "don't believe what the Union is saying", "the Union is lying to you", "the Union is promising you things they can't deliver".

## CAPTIVE MEETINGS

You will have mandatory meetings at work where they are going to tell you false and misleading information about the union. They will talk about the number of elections lost, low union membership, union salaries, the union people are sales people, high priced dues and initiation fees. However, not once in these meetings will they ever address your issues or your co-workers issues.

## NEED YOUR MONEY TO SURVIVE

They will tell you about high priced dues and initiation fees and that the Union needs your money to survive. What they won't tell you is that the union is 23,000 members strong and the largest private sector union in Colorado.

## THERE ARE 3 THINGS THAT EVERY COMPANY WILL DO WHEN EMPLOYEES TRY TO FORM A UNION

**They will want to be your best friend**, "How are your kids?, How was the football game?" etc...

**They will beg**, "Please give us another chance and we will do better"

**They will intimidate and threaten you**. "We will close the facility, you can lose your pay and benefits and you have to start from scratch when you negotiate a contract"

## THEY WILL TRY TO BUY YOUR VOTE

Don't be surprised when you get to work and they are having a pizza party or snow cone day and breakfast burritos. There might even be raffles for gift cards during these meetings. **TAKE THE FREE FOOD AND NEVER FORGET WHY** you signed your card.

## LAST MINUTE SURPRISE

You may get a visit from the president of the company. They might fire the manager of the facility; they might portray violence from the union.

## PRESSURE SUPERVISORS TO PRESSURE WORKERS

The union busters will have meetings with supervisors. They will be told to put pressure on the workers that are the union supporters "or else".

## UNION CORRUPTION

They will talk about union corruption. They will not be able to show you anything about this Local Union. They will find issues with other unions. Ask them to show you corruption on UFCW Local 7. Once again, **this has nothing to do with your issues**.

## UNION SALARIES

They are going to talk about the pay of the union leadership. Compare the pay of the union president who is responsible for the entire staff and all 23,000 members to the salary of the company president and how many staff and how many employees?

## THEY WILL SAY THEY DON'T HAVE TO GIVE THE UNION A CONTRACT

This is not true, they are required by law to negotiate pay, benefits, hours of work and working conditions. It is up to you to accept or reject what they are proposing.

## IT CAN TAKE 3 YEARS OR MORE TO GET A CONTRACT

Ask them for specifics and not generalizations. Ask how long it takes THIS local to get a contract? It has never taken 3 years for this local to get a contract. Further, the company by federal law must negotiate in good faith and no regressive or surface bargaining is allowed.

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9. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:

- a.  To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing.
- b.  To supply an employer with information concerning the activities of employees such employer, except information for use solely in conjunction with an admin

Union busting has become a major industry with more than a thousand consulting firms teaching companies how to prevent workers from organizing and how to get rid of existing unions.

(Michael Parenti)