

SAMPLE UNION CAMPAIGN MATERIALS

WHY YOU SHOULD BE A UNION MEMBER

As a Voluntary Organizing Committee (VOC) member, you will need to sign up workers who make some of the following arguments. Here are some responses you might use

Non-member: "Whether I join the union or not, I will get the same wage increases and fringe benefits union members receive. If I have a problem on the job, the union has to represent me — that's the law. So Why Should I Join The Union?"

Response:

- Federal law does require the union to represent everyone in the shop. But if many workers do not belong, the union cannot do a good job of representing anyone.

- Working conditions for all workers in the shop are determined in collective bargaining. Only a strong union that has everyone's support can win good working conditions. The Company doesn't grant improvements out of the goodness of their heart. With a weak union or no union, the Company may feel no pressure to grant any improvements in working conditions.

After a union agreement is negotiated, a strong union that has the full support of all workers is needed to enforce the agreement. If workers drop out of the union after negotiations, the Company will feel they can ignore part of the agreement.

Non-member: "It's the union dues that bother me. I just don't think it's worth it."

Response:

- Explain exactly what union dues are used for and why they are needed. Without dues, local unions could not function, and the International could not employ representatives to represent members and assist in negotiations and organize non-union companies.

Non-member: "Whether I join or not, the union will operate just like it always has."

Response:

- If everyone took the attitude that they didn't have to join the union, there would be no union. That would mean:

- If a worker stood up for his rights, there wouldn't be anyone to back him up and he could end up on the street.

- There wouldn't be anyone to represent workers who were unjustly suspended or fired.

- There would be no collective bargaining.

- There would not be an effective grievance and arbitration system to protect workers' rights. Some non-union employees have grievance systems but none have a written, binding contract with an arbitration system. Without a legal contract, the Company can simply deny all grievances and do whatever they want. But with a contract and the possibility of arbitration, the Company is more willing to listen to grievances because they

Non-member: "The Company will hassle me if I join the Union."

Response:

- You cannot be penalized for joining the union. Federal labor law prohibits an employer from discriminating against workers because of their membership in or support for the union. If you join, the union will support you against discriminatory actions by the Company.

Non-member: "The union doesn't always do such a great job. It doesn't get anywhere on some grievances and sometimes the contract is violated and the union doesn't do anything about it."

Response:

- The union is not perfect, but it is doing the best it can and can only do a better job if more workers join and support it. The union is made up of fellow workers who are doing the best they can. No one says it does not make mistakes. But the greater the support it has, the more effective it can be in representing members and achieving better conditions for everyone.

- The union will try to represent all workers in the shop, both union members and non-members. Since non-members get many of the benefits and gains that union members do, non-members have a responsibility to contribute their fair share by joining and paying dues.

Non-member: "I don't want to join the union because I don't want anyone telling me what to do. I want to remain independent."

Response:

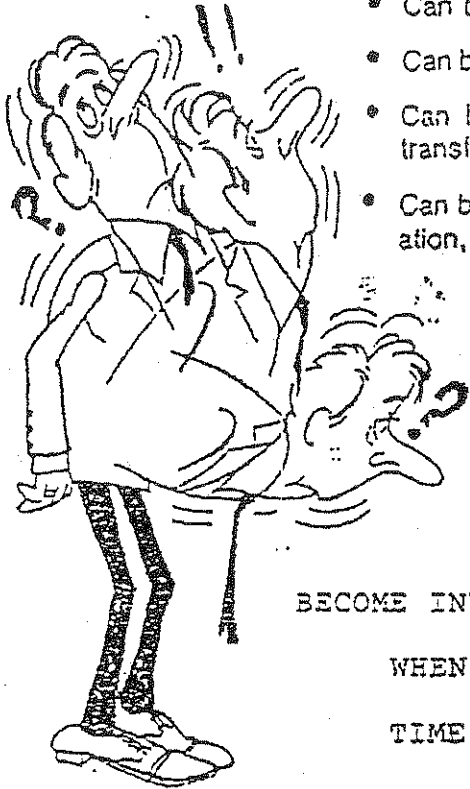
The union is completely democratic. Decisions are made at local union meetings where all members have a say. Local union officers are elected by secret ballot. Expenditures of money must be approved at union meetings. The union's bargaining team is selected democratically and the union agreement is approved or disapproved by a democratic vote. There are no union "bosses" making decisions for you.

Without a union, however, decisions are made by the Company and you have no say in the matter. You are not independent; in fact, you have no voice at all in workplace issues that affect you every day.

Why Doesn't the "BOSS" Want a Union?

THE WORKER WITH MANY YEARS OF SERVICE WHO STANDS ALONE:

- Can become a victim of an abusive "boss";
- Can become a victim of an improper or unfair suspension and discharge;
- Can become a victim of favoritism and discrimination in promotions, transfers, shift assignments and layoffs, etc.;
- Can become a victim of a slippery measuring device, such as, job evaluation, merit rating and work standards or incentive systems.



Why does the "boss" say you don't need the Teamsters Union or an outsider to protect and represent your interests? Yet, the "boss" hires lawyers and outsiders to protect and represent the company's interests.

IT ISN'T WHAT THE "BOSS" SAYS THAT COUNTS
IT'S WHAT THE "BOSS" DOES THAT HURTS

BECOME INVOLVED - ATTEND YOUR UNION MEETINGS!!!

WHEN: TUESDAY, FEBRUARY 4, 1992

TIME: 2:30 PM AND 4:45 PM

WHERE: WEST BRANCH COMMUNITY CENTER
1ST & MAIN, WEST BRANCH, IA

WHY ATTEND: TO DISCUSS YOUR UNION CONCERNS
AND GET YOUR QUESTIONS ANSWERED.

The "boss" knows that a single worker is helpless in dealing with the company. The "boss" knows that when the individual worker stands alone, the company is free to do whatever it pleases, whenever it pleases, to whomever it pleases for any reason or for no reason at all.

TEAMSTERS LOCAL 238

Will L. Ewert

*Nobody's
mad at
anybody!*



A union is not formed to fight the employer. Your union is organized to make things easier and more fair for everybody.

The boss is a busy man. He has a plant to operate. He has to see that there is efficient production and profitable sales. There are thousands of other details in running a successful business.

With all of these things to attend to, the boss just doesn't have time to take up individually the problems of each and every employee. Certainly he can't spare the time and thought necessary to be sure that each worker's every problem is settled in all fairness. It would be impossible for him to do that.

That is one of the basic reasons for labor unions.

With a union, there is a collective bargaining contract. It covers wages, hours, seniority, and all the other conditions of employment. It provides a method of settling complaints.

Everybody knows all the rules. There is

no misunderstanding and no favoritism.

To establish your union, a secret-vote election will be held by the National Labor Relations Board (NLRB), a part of the United States Government. This election is set up under a United States law that guarantees your right to have a union if you want one.

Your vote for the union is not a vote against the company. The election is not a contest between the company and the union. You don't vote for the company or against the company.

The company does not have a place on the ballot. If the company were to intrude into the election it would be taking part in something that is solely your business. It should not interfere in something that is none of its business. Rather, union and company should work together for the good of all.

More than 15,000,000 American men and women have joined the AFL-CIO because labor unions provide orderly transaction of business between an employer and his employees.

Go Steelworkers

January 26, 1982

Dear Friend and Co-Worker:

"Why are you for the Union?" "Do you really think this can be better here with the Union?" "Why are you all working so hard for this?"

These are questions people keep asking us.

We would like to try to answer them for you now. We hope that when you finish reading this you will feel as we do about the Union. And, that you will vote "Yes" on February 4.

We are for the Union because we feel that we should have a say on the job about the jobs we do. We want to have some control over our lives. It is not right that every decision about our wages, benefits, and working conditions is made entirely by someone else. Is it so crazy that we feel we are smart enough and important enough to participate in making decisions about our own lives? The administration took the Personnel Policy Committee away from us. With our Union we will have some power.

Can the Union make things better? The facts are clear. In Union hospitals in New England, workers are making \$2, 3, or more an hour more than us. Their health insurance plans cover things we can only dream about: eyecare and eyeglasses; sickness and accident insurance; life insurance; prescription drugs; and much more. They have better pensions, too. And job security. There's more - but, the real point is that Union hospital workers, in places like Springfield, are doing much better than we are. We deserve better!! We will only get it with our Union.

Finally, why are we working so hard? It's easy, when we are fighting for good, quality health care for our patients. It's easy to work hard for dignity, respect, better wages and job security. But it's really easy because this is the way it should be: standing up for what we know is right and for what will be good for us, our patients, and our community.

We are building a democratic Union because we care. You know us well enough to know that we care and that we have been honest with you. No JM propaganda can change this simple fact.

There is no better feeling than standing together with your friends and co-workers for something you feel very deeply about and that you know is right.

We owe it to each other and to our patients to vote "Yes" on February 4.

Together, We Can Make a Difference!

1199 Organizing Committee

UNION WATCHDOGS VITAL TODAY

There are many people who claim that unions have outlived their usefulness. How wrong they are! Companies have tried to bully all of us into believing workers are responsible for every problem that occurs in the workplace. It's time to set the record straight.

Many of today's non-union workers probably never suspected their good wages and benefits were provided because of unions. However, in the 1980s non-union workers began to lose some of their "voluntary" union benefits.

To those persons who say unions are no longer needed: Unions are needed more than ever. All workers, union as well as non-union, are being attacked from all sides because corporations and politicians think organized labor is weak.



There is no watchdog other than unions to fight for decent wages and benefits. There is no watchdog other than unions that care about safety and health in the workplace.

There is no watchdog other than unions to fight for fair, decent and equal treatment of working people. So if unions were to disappear, you'd see many more jobs paying only the minimum wage.

In countries where unions are strong, such as Canada, Japan, Germany, Sweden and Denmark, there are strong economies and a high standard of living. But in countries such as Mexico, Korea, Taiwan, China, Russia and most of Latin America, unions are either government run or non-existent.

People can see what their economies and standards of living are like. Don't let the greedy and inept corporations convince people that unions have caused huge trade deficits, bankruptcies and plant closings.

A 1990 study by the Bureau of National Affairs said it could find no such correlation between worker's wages and plant failures. Therefore, we must conclude that greed and poor management had a hand in our troubled economy. To workers bemoaning low wages and no benefits, I say, "Don't agonize, unionize."

Here's a simple test.

Let's put your current fringe benefits to the test. Let's see how they compare with what UBC members across the country are now enjoying through **legally binding, negotiated contracts**. Check **yes** or **no** in answer to the following questions:

now with UBC

1. My vacations and holidays are paid for by the company and I have a written guarantee that I will receive them.

<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
yes	no	yes no

2. I have a strong organization always trying to win me more free time to spend with my family.

<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
yes	no	yes no

3. I am guaranteed I will be paid my regular wages if I'm called on jury duty.

<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
yes	no	yes no

now with UBC

4. I receive adequate sick pay if I miss work because of illness.

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
yes	no	yes	no

5. I receive funeral leave with full pay if there is a death in the family.

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
yes	no	yes	no

6. If I have to leave my job, I receive a just amount of severance pay.

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
yes	no	yes	no

7. I receive overtime and premium pay equal to what I've heard union members are guaranteed (usually time and a half for any hours over 8 hours per day and premium pay for Saturday, Sunday and holidays).

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
yes	no	yes	no

8. If I have to leave my job temporarily for a special reason, I can take a leave of absence and return without losing seniority and benefits.

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
yes	no	yes	no