

CARD SIGNING TALK

*file  
Campaigns*

I have asked you to get together to discuss a matter that has come to our attention concerning some activity on behalf of a union organization in our plant and area. This could become a very serious matter, and you need to know the facts, and where our Company stands.

I would rather talk to you off the cuff, but so there will be no misunderstanding, I am reading my remarks. (Insert name of individual following) is following me with a copy as I read. I feel that you should be informed of your rights and understand exactly what you would be doing should you be asked to sign a union card.

A union agent or union pusher in the plant may ask you to sign a union card. In an effort to get you to sign a card, a lot of fancy promises may be made that cannot be kept. You may be told that the only purpose of this card is to get an election to see if a majority of our people are willing to turn their rights over to the union. Remember - these cards are carefully worded binding contracts which could give the union the right to speak for all your working conditions without an election. A union card is a legal document. Before you sign a union card, you should know that you may be turning over valuable, personal rights to the union.

Sometimes the union people will use threats that you have to sign a card or you will lose your job, or promise that you will get a pay raise or some other threat or promise. Don't

you believe a word of it. That card is the first step the union knows it must take to get in here and take some union dues money out of your pay. If the union can get enough of you to sign, it will be one step closer to getting its hands on your paycheck.

You don't have to sign a card to work here, and you don't have to be a union member to work here and you never will. If anyone tries to put pressure on you to make you sign a card, I want you to report it to your supervisor or to me, immediately, and we will see that it is stopped. Anyone who threatens you in any way to get you to sign a card will be discharged immediately, because we don't operate that way around here; we never have and we never will.

An organizer who approaches you may use the trick of letting you believe that he is asking you to sign a card which will be kept "strictly confidential." Let's see about that. In small print on the card is the statement that says something like:

"I hereby designate the union as my exclusive representative concerning my wages, hours, and conditions of employment."

This statement means that the union, if it gets enough cards of this sort, could actually keep you from having an election. The union can and does take these cards and go into court in an effort to prove that they have a majority of you "signed up." In order to prove the majority, the union makes the cards a matter of public record, destroying the confidential nature of the cards. If you do not sign, then there is no way the union can force you into court to testify about it. In a court hearing, each employee who signed a card could be called upon

to come into court and testify. This has happened in many places and with this union. You should know that when you sign a card, the union could get your rights and money, whether or not an election is ever held, and even if there is an election and the union loses, they can still attempt to use these cards to overturn your vote. It is possible for the union to actually get into the plant and represent you on the basis of these cards, whether you want them to or not. Therefore, it is very important that you understand exactly what you are doing if you are asked to sign one of these cards. My advice is that you should never sign your name to anything unless you are absolutely sure you know how you can be held legally liable.

Another trick sometimes used to get you to sign a card, is to tell you that everyone else in the department or area has signed except you, even when the union knows this is not true. Many union organizers don't care how cards are signed, just so they are signed. They have even paid "so much ahead" to the people they hire to solicit for the union. They will promise you more pay, less work, more benefits and just about anything else they think you will believe, to get you to sign a union card.

The truth is, however, the only way the union organizer can try to make his promises come true is by coming to see the company and asking the company to make them good. The law says that the union cannot force the Company to do anything that it does not believe to be in the best interest of employees and the company. If the company should not agree to unreasonable union demands, the union's usual response is to call you out on the street on strike.

As all of you know, a strike is never pleasant. In addition to the possible trouble and violence, jobs and customers have been lost forever because of strikes. Strikers don't get paid; strikers don't get unemployment compensation; yet family expenses keep on going, week after week.

A paycheck is important to pay the monthly bills we all have. Your paycheck is larger than it would be if you had to pay union dues, as well as any fines and assessments. Don't forget that plants which run the risk of having strikes are the ones that have a union. Sometimes employees are asked to go on strike even though they have no dispute with their money. I am sure most of you have no desire to pay the International Union money so they can turn it over to someone else in another plant or city who happens to be on strike.

I believe that each of you are able to talk for yourself, and that if you have a problem, you can look after your own interest better than anyone else. Anytime you have a problem you can take it up here, with people who can do something about it. Anybody who thinks I am going to listen to an outsider, rather than to you, is sadly mistaken. I am sure most of you feel the same way I do and would rather continue to have this personal relationship rather than have some third party outsider come between us. The union fellow does not know you and you can't depend upon some unknown guy who runs the union to really keep a promise. The company is opposed to a union here because we are convinced by our experience and the experience of many others that you are better off now and will always be better off without a union.

I do not know of anything that the union can do for you

that you are not able to do for yourself. I think we should work directly together as we have in the past, and not have these outsiders interfering with our jobs and our lives.

If you have any questions about what I have been talking about, feel free to come to your supervisor or to me or anyone else in management and we will give you the answers.

Thank you for your attention.