

TYPICAL CAMPAIGN ISSUES

WCIRA CAN EXPECT TO FACE
IN THE 1980's

UNION RAISED ISSUES

COUNTER

1. The Company (Hospital) has hired union busters to deprive you of your rights to form your own union.

A. Price Hospital (Company) is willing to pay to deprive you of your rights (LM20's & 21's). Will probably ask Employer in campaign how much they are paying us. In Hospitals they will ask if this pay out is from Federal Funds. Escalating price patients will have to pay.

B. Congressional Record on my seminar, WCIRA being law breakers, using delaying tactics, advocating perjury to clients, conspiracy to decertify.

C. AFL-CIO Report. Will stress solicitation of grievances, wage/benefit/working condition improvements pre and post petition, BLK case, Westminster Case, et. al.

D. Major credibility attack on WCIRA and its motives.

1. Communications (lack of response)

A. Employer hasn;t been responsive to your needs. You need an outside party to make sure your interests are represented.

(a) Hospitals (staffing, acuity of patient care, shift rotation, every other weekend off, voice in nursing policies that impact your working conditions, assignments to areas of hospital you are not qualified in jeopardizing your license (mal-practice) - floating, incompetent registry personnel.)

(b) Job security (need grievance procedure for protection against arbitrariness; seniority for promotions, drop days, shift assignments, floating, lay offs & recalls, vacation preference; protection against favoritism.)

(c) Members of management/administration/supervision considered arbitrary, non-responsive, playing favorites (nepotism, sex, et. al.) zero human relations skills, lack credibility, et. al.

(d) Minority discrimination, unsafe practices, equal pay for equal work, wage and hour violations, excessive overtime (double shifting), tools & equipment, peaks and valleys in production, clean work place & rest rooms, eating places, parking system, security protection for persons and property.

Typical Campaign Issues WCIRA Can Expect
To Face in the 1980's

3. WAGES

- A. Favorable contract comparisons
- B. Favoritism in merit systems
- C. Plumbers, grocery clerks and street sweepers earn more, to wit, inequity in the industry the union will correct.

4. FRINGES

- A. Favorable contract comparison
- B. Employer not picking up full cost (employee contributions)
- C. Dental, prescription drug, psychiatric, et. al.

5. PROTECTION WITH A CONTRACT

- A. Employer can take away without a contract - you need protection. You have no protection at all without a contract, but are at mercy of employer.

6. TESTIMONIALS

- A. Former, current Presidents, Senators, Congressmen, Catholic Bishops, et. al.