

LOOKOUT
BELOW

No one is more interested in labor unions than the boss—especially when he gets wind of his employees' starting any kind of a unionizing campaign.

His interest is understandable. His actions, however, are often close to unbelievable!

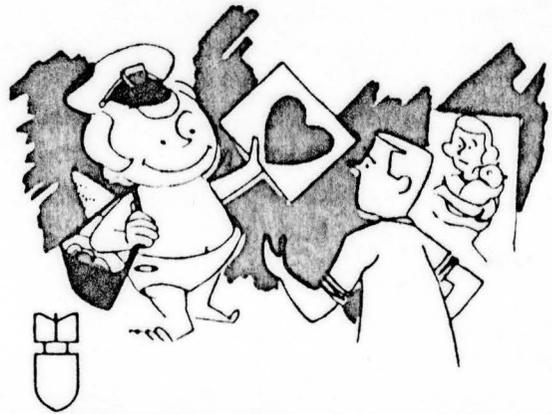
He knows that his employees should be allowed to use their own judgment, BUT SOMEHOW HE DOESN'T QUITE TRUST THEIR JUDGMENT, at least to do what he wants.

He knows he'd blow his stack if the workers ever stuck their noses in his union affairs—the Chamber of Commerce, Manufacturers' Association, or Merchants group—BUT THAT'S A DIFFERENT MATTER!

He knows there is a law protecting the workers' right to organize, BUT AFTER ALL, MAYBE THE WORKERS DON'T KNOW THEIR RIGHTS—and besides, THERE ARE EXPERTS TO HELP HIM "BEND" THE LAW A LITTLE AS HE TRIES TO "INFLUENCE" HIS EMPLOYEES.

In recent years the pattern of company interference in union campaigns has become very common—common because it happens frequently, and common because it takes much the same form each time.

Since it could happen here . . . since it will happen here if your employer has decided to go all-out in fighting your intent to organize . . . you might be interested in knowing something about the ways anti-union employers attempt to "influence" their employees' judgment concerning union membership. You should know what sort of anti-union propaganda blockbusters the boss may start dropping in his campaign to convince you that you don't want, or need, the union.



LOOK OUT FOR "LOVE LETTERS" from the boss. All of a sudden you may be favored by a burst of affection from the boss. For the very first time since you began to work for the company, the boss may start sending letters to your home. From these letters, designed to be read both by you and your family, you will learn for the first time how "deeply concerned" he is about your welfare.

You may not have suspected it before, from the size of your paycheck, but these letters will reveal that the boss worries about your economic well being, at least to the point of being concerned about the way you spend your paycheck. He dreads the thought that you may waste your money—by paying union dues, for instance!

You'll discover another phase of his interest in your welfare: He is anxious that you not get mixed up with any "shady characters"—like union representatives, for instance! He may even describe them as

crooks, mobsters or racketeers in his effort to convince you that they are "shady characters."

Furthermore, he has a great fear that you might lose your independence . . . become a slave to some labor "boss" who can order you out on strike at any moment even against your will!

Perhaps you hadn't realized it, as you and your fellow workers have been meeting and talking about the union, that the minute you become a union member you'll change into a strike-happy, irresponsible and violent individual. But the *love letters* will educate you on that score. They'll point out this tendency to strikes and violence that you hadn't noticed in your fellow workers and friends before.

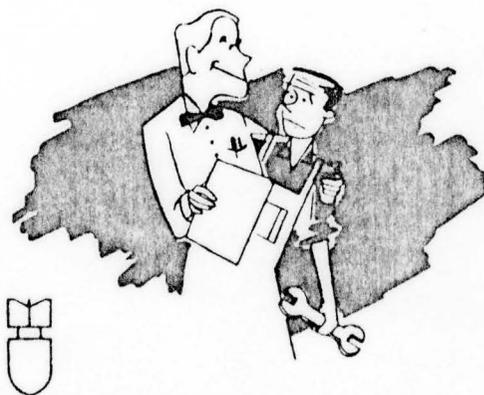
The letters, of course, will forget to inform you that there are some 125,000 union contracts governing labor-management relations and that 97% of them are signed after peaceful negotiations. They'll forget to mention that more workers miss work because of colds than because of strikes, and that strikes have to be authorized by the workers themselves before they can be conducted.

You will learn, however, from the love letters the boss sends, that you are all part of a happy family, at work, and you will read his fervent hope that no foreign influence like the union will ever break up that

wonderful, intimate relationship he says you've always enjoyed.

Did you know that the boss has always maintained an "open door" policy? Did you know that any time you had a grievance or felt any dissatisfaction about wages, hours, or any other part of your working conditions, all you had to do was pay him a little visit to talk it over? Well, if you haven't been aware of all this, the love letters will make it clear to you.

There are many, many more things the love letters will tell you. You'll enjoy reading them. You can tie them up with blue ribbon and put them in your hope chest. Hopes are about all you'll get, without a union.



LOOK OUT FOR RUMORS

spread by foremen and supervisors. You may hear that raises are coming, "if only that union doesn't get in." You'll hear that the boss knows whom he can "trust" and who is a "union-sympathizer." You will hear

that those who are backing the union have always been trouble-makers who have never carried their share of the work.

You may hear that the boss "has his eye on you"—that he has been thinking about giving you a raise or a promotion. Or you may hear that he is "wondering" about you and just can't believe that you would be "disloyal."

You may hear that the boss is thinking of moving the company to another city or state if the workers vote for the union—or that he has told a close business friend that he just will not be able to get along with the union and will probably have to shut down!

You may hear that the union will demand "industry-wide seniority . . . that if a union place "up north" or "down south", or "out west" has a layoff, the union will shift those workers here and bump you out of a job!

You may hear that unions don't permit more than one member of a family to work in the same place—actually make the boss fire wives whose husbands work for the company, and that children, parents or other relatives of workers can be thrown out of their jobs because of such union rulings!

Such rumors may sound fantastic to you, *and they are*, but they've been used by many a company in many an anti-union campaign.



LOOK OUT FOR "COMMITTEES OF LOYAL EMPLOYEES"

that suddenly come into existence, and start issuing letters and leaflets urging you to "stick with the boss." You will notice that these employees speak openly during working hours, use their names on handbills, and appear to be conducting their own campaign. They will deny that they have any connection with the boss and will be "amazed" that anyone should think such a thing. They are just interested workers who don't like unions and who are willing to pay the cost of leaflets, and mailings, to help keep the union out—so they say!



LOOK OUT FOR "SPECIAL COMMITTEES"

of local business men and civic leaders. These special committees also spring up overnight, like the special committee of loyal employees described above. This new-born committee will claim that it is interested only in your welfare when it urges you to help keep "those dirty unions" out of the community. Again, like the committee of loyal employees, this group will insist it has no connection with the company. Naturally, it will be pure

Your employer may use any, or all, of these various devices—letters, rumors, threats, phony committees, captive meetings—and others not mentioned here, in his attempt to convince you that you don't want or don't need a union. All of these methods are contained in standard propaganda packages developed and sold by professional union-busting specialists who are paid, and paid well, to confuse workers and get them to vote against their own best interests.

Don't let some highly paid "specialist" tell you how to think. Don't be tricked into voting against yourself.

Neither the boss nor the anti-union specialist he hires will belong to, or run your union. They have their own "unions." This union is different—it's yours; you run it!

The final decision must be, and is, up to you!

While you're waiting for election day, the day you make the great decision, keep looking out for the blockbusters. They're almost bound to come.

Then, on election day, look for the union box on the ballot and vote for your own benefit by voting for your AFL-CIO union.





**OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION**

**American Federation of Labor and
Congress of Industrial Organizations**

Canadian Labour Congress

**265 West 14th Street, Suite 610
New York, New York 10011**

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Do You Know:

IT IS UNLAWFUL FOR YOUR EMPLOYER, SUPERVISOR OR FOREMAN TO INTERFERE WITH, RESTRAIN OR COERCE EMPLOYEES SEEKING TO ORGANIZE OR JOIN A UNION.

What employers and supervisors can Not do

1. They can NOT tell employees that the Hospital will fire or punish them if they engage in union activity.
2. They can NOT lay off or discharge any employee for union activity.
3. They can NOT grant employees wage increases or special concessions in order to keep the union out.
4. They can NOT bar employees' union representatives from soliciting members during non-working hours.
5. They can NOT ask employees about confidential union matters, meetings, etc.
6. They can NOT ask employees about the union or about union representatives.
7. They can NOT ask employees how they intend to vote.
8. They can NOT ask employees whether or not they belong to a union or have signed up for a union.
9. They can NOT by the nature of the work assignment, create conditions intended to get rid of an employee because of their union activity.
10. They can NOT threaten workers or coerce them in an attempt to influence their vote.
11. They can NOT tell employees that existing benefits will be discontinued if the Hospital is unionized.
12. They can NOT say unionization will force the Hospital to lay off workers.
13. They can NOT say unionization will take away vacations or other benefits and privileges presently in effect.
14. They can NOT promise employees promotions, raises or other benefits if they get out of the union or refrain from joining it.

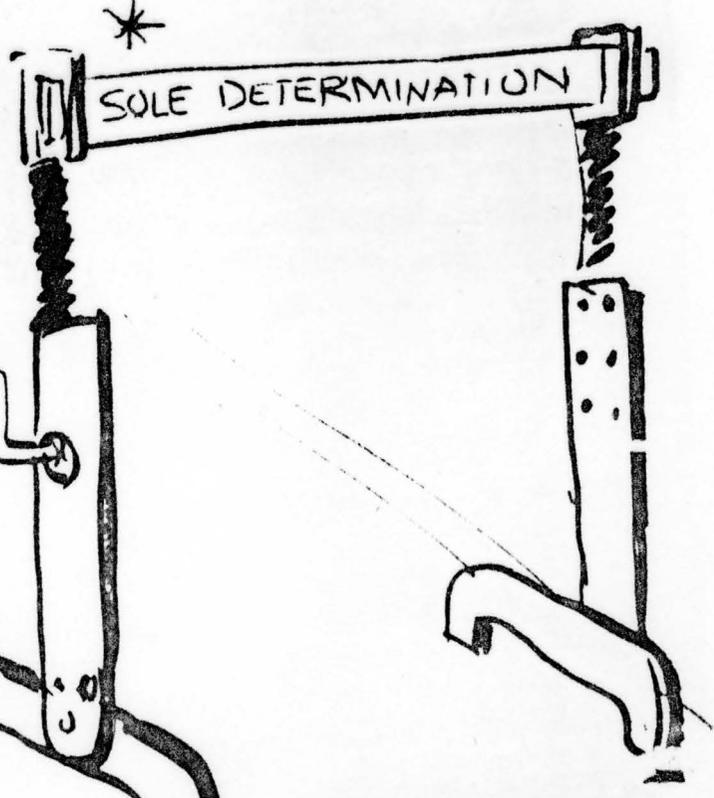
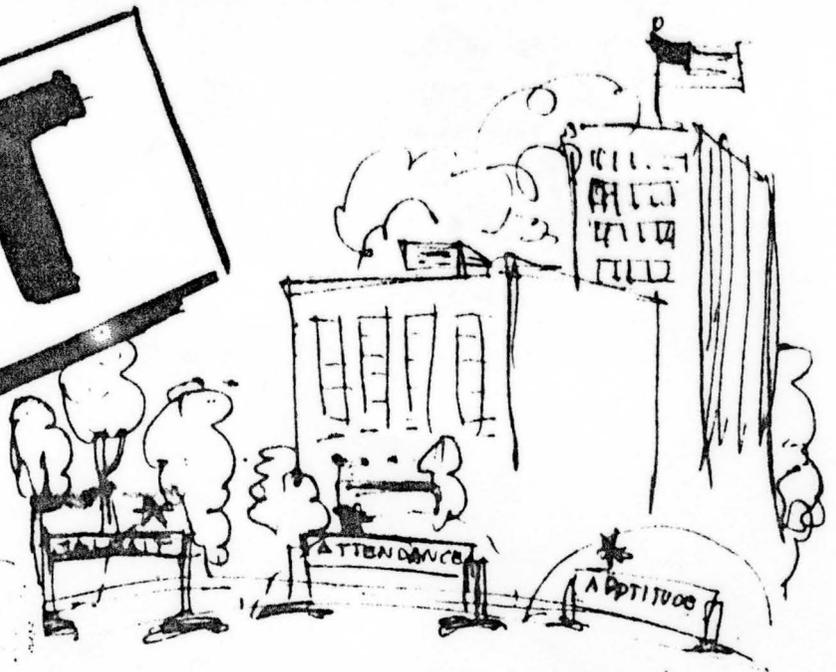
JOIN **NEC** TODAY!

JOB SECURITY · RESPECT · BETTER WAGES · BENEFITS

THE SHARP SYNDROME ...

* 17th CENTURY

MERIT



HANDOUT AT GATE
WEDS. BEFORE Election
SEPT. 12, 1973

YOU KNEW WHY!



YOU SIGNED THE CARD
YOU HAD GOOD REASON
FOR WANTING AND NEEDING A UNION

ATTORNEY

FOREMAN

OUTSIDE CONSULTANT



NOTHING HAS CHANGED

YOU HAVE HEARD THE BOS.
PROPAGANDA HE WANTS
YOU TO FORGET
THAT ORIGINAL REASON

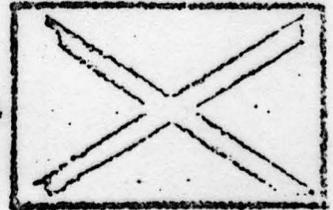
REMEMBER THE REASON!

WHY YOU SIGNED THE CARD IN THE FIRST PLACE
AND AS YOU GO TO VOTE ON ELECTION DAY,
WE ARE CONFIDENT YOU WILL VOTE

YES

VOTE "YES" SEPTEMBER 14, 1973.

DIDNT SIGN A CARD? HAVE A REASON NOW? YOU CAN STILL VOTE



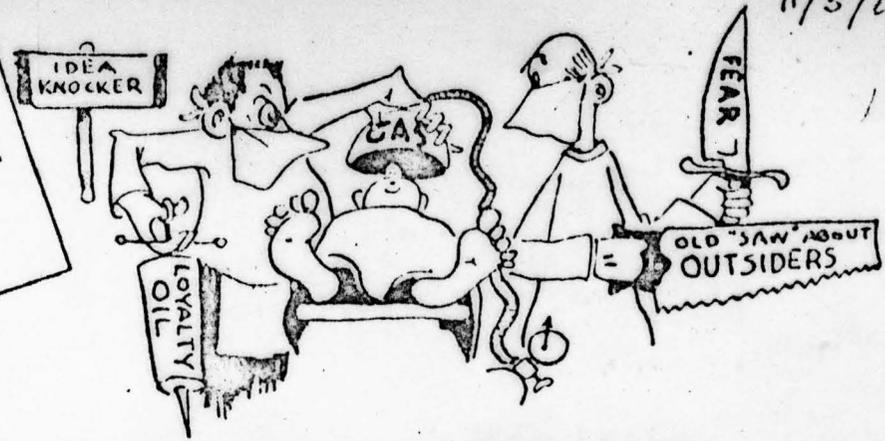
AFL-CIO

SERVICE EMPLOYEES INTERNATIONAL UNION APCSE LOCAL # 554

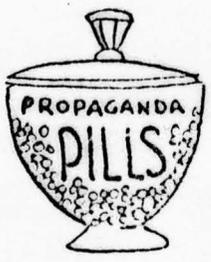
374 MAYNARD TERRACE N.E. SUITE 232
ATLANTA, GEORGIA

11/5/69

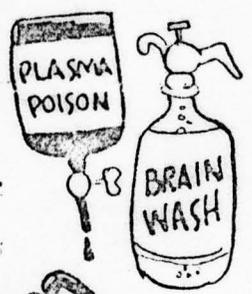
MANAGEMENT'S MOST DELICATE OPERATION



...TAKING THE "YOU" OUT OF "UNION"



Get the picture, pal? The boss' scarewords about "outsiders", "agitators", and "company loyalty" may look like they are aimed at someone else . . . BUT IT'S YOU WHO GETS HIT. You ARE the Union. What weakens the union weakens you. What strengthens the Union strengthens you.



When workers organize, the boss tries to make them think of the union as a "product" they are considering buying, rather than as a RIGHT which they have to improve themselves.

Your vote for the union is actually an expression of FAITH IN YOURSELF. It's an indication of your belief that, as a worker, your TOMORROW can and should be better, brighter and more secure. Your union vote expresses YOUR belief that by joining hands with your fellow workers you can do something to bring it about.



Don't let the boss' special kind of anti-Union "ether" put you to sleep. His "delicate operation" is one of those where, when successful, the patient dies . . . and in this case the "patient" is your right to security and progress through your unity (UNION) with your fellow workers.

Keep thinking of yourself and your rights when you think of unionism. You and the union are one and the same. It exists FOR you . . . but it also exists BECAUSE of you.

SECURITY -----

You want security in your job – to know you cannot and will not be fired except for just cause – to know promotions will be made on SENIORITY and not by FAVORITISM – to know you will be treated as fairly and decently as American workers deserve.

THE NATION GUARDS ITS SECURITY DEARLY.
THE COMPANY GUARDS ITS SECURITY.
YOU CAN GUARD YOUR SECURITY BY VOTING "YES"
AND ENCOURAGING YOUR FELLOW-WORKERS TO VOTE "YES".

OIL, CHEMICAL & ATOMIC WORKERS INTERNATIONAL UNION

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