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WEST COAST
INDUSTRIAL RELATIONS ASSOCIATION, INC.

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TO: All Consultants/Attorneys
FROM: Fred Long
DATE: July 17, 1979
SUBJECT: OBJECTIONABLE CONDUCT

When I was more active in the Campaign scene, I prepared some campaign material that we used to discuss negotiations. Since then, a number of our brighter campaign writers improved that language with only one flaw, it violates the laboratory conditions necessary for an uncoercive election. As a result, we have had two elections upset, Dominican Santa Cruz Hospital and Liberty Vinyl.


Please, from now on, avoid any references to bargaining from scratch or bargaining from ground zero or words to that effect. Actually, you can condition these words if you use them in a sentence properly, but because you aren't all attorneys, the better part of valor is to avoid them completely. This is particularly important because the Board is jumping up and down whenever they see them.

I would suggest using this approach which is perfectly legal:

"Unions typically promise employees whatever they want to hear. They do it because most employees don't understand the negotiating process and union's capitalize on that lack of understanding. Most unions attempt to give employees the impression that through the process of negotiations things can only get better. That negotiations will automatically result in more wages and benefits. Nothing could be further from the truth. Negotiations, in fact, are a two-way street. Wages and benefits can go up, but they can also go down. In fact, the Federal law does not protect employees from losing as a result of negotiations. A union's primary goal in negotiations is to get a union shop, and check off clause in the contract. A union shop requires compulsory union membership from employees and payment of initiation fees and union dues to the union to keep their jobs. A check off clause requires that these initiation fees be automatically deducted from the employees pay checks and sent to the union office so the union can avoid collection problems. To get these two clauses in a collective bargaining agreement union's often trade away benefits employees already have. This is a good example of the union winning while the employee loses what he had in the process (Cite Examples).

To: All Consultants/Attorneys -2-

The National Labor Relations Act specifically provides that an Employer need not agree to any union demand, unions can make all the demands they want, but in the final analysis, the only power the union has is to accept the final offer made by the Employer or call a strike. Notwithstanding an Employer bargains in good faith, its final and last offer to the union may exclude or severely limit union demands, while at the same time contain its own demands. Unions and negotiations are no panacea. They can just as easily produce a bad result as a good result. Nor are they A.B.C. kinds of things. Some negotiations can drag on for months and years before agreement is ever reached. Sometimes agreement is never reached. Many times employees are stuck with the same wages and benefits they had when negotiations first began even though it is a year later and still there has been no negotiated agreement. We're not saying this will happen, but it has happened, and you should be aware of it. It is possible to win improved wages, hours and conditions of employment in negotiations. It is also possible to lose. Negotiations can and do result in strikes. We read about unions on strike almost every day in our local newspapers. One way you can avoid the pitfalls of negotiations and the possibility of strikes is by voting "NO" this Friday.



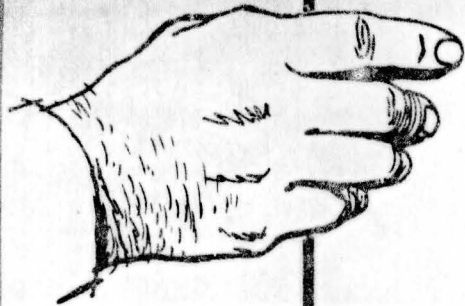
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★ Election INFORMATION



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IF THE UNION WINS THE
ELECTION, WILL YOU
AUTOMATICALLY GET
THE THINGS THE
UNION HAS BEEN
PROMISING YOU....



*File
Campaign
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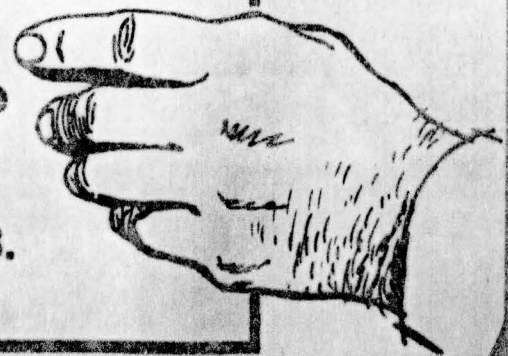
FACT:

NO. That is what the Union organizers want you to BELIEVE.

Actually, bargaining means putting everything on the table, including the benefits you already have. The wages and conditions you end up with depend on what the Company is willing to give.

But remember that the most important item for the union is getting a union security clause which forces you to

**PAY DUES EVERY MONTH
IN ORDER TO KEEP YOUR JOB.**



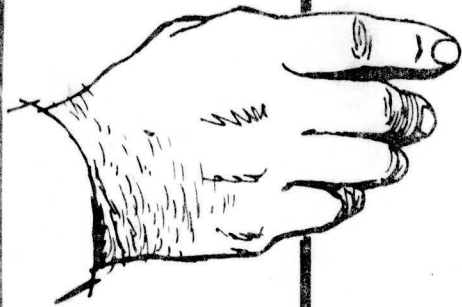
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Election INFORMATION



**Do You
Know...**

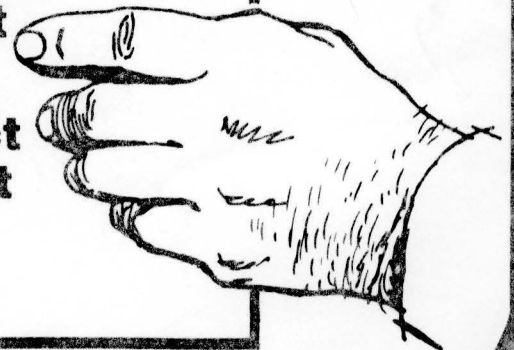


FACT:

**Job security comes only
from satisfying customers with
quality products at the
lowest possible price.**

**Also by doing your job
the way you know it
should be done.**

**No union can protect
someone who won't
do their job.**



KNOW THE TRUTH

ABOUT

*file
campaigns*

LOCAL 200'S FININANCIAL POSITION

Based upon the reports filed with the government for 1975, 1976 and 1977

1. The Union Dues increased by 13.3% between 1975 to 1977, also the intitation FEES increased by 33.3%. Will the Union guarantee in writing that:

———Once they get in BLK STEEL your———
DUES won't go up!

———That if the DUES go up the Union———
Will guarantee your wages will go up by at
least the percentage amount!

2. We understand that the dues are going up again from \$8.50 to \$9.50 per month or 11.8%. Can Mario guarantee you in writing your wages will go up the same amount.
3. Based upon the DUES collected in 1977 the Local only had 727 members, not 2000.
4. Did you know the Local Union has no strike fund? So if they call a strike you will receive no money until its over, or you find another job.
5. In 1977 the Local Union made NO payments back to its members.
6. If the Union is not part of the International - Why did they pay in 1977 \$29,050 to it.

PAGE TWO

7. Everybody Knows How Mario Dress, How can he afford to live on \$8,440 per year. I wonder where he makes his money?

I'll Bet you will agree after looking at the Local Union's Financial Reports, They are not

1. A Big Local
2. They Don't Have A Strike Fund
3. Their Dues Have Increased Faster Than Inflation
4. All They Do Is Take Members Money and Don't Give Them Anything in Return!
5. If They Are So Good Why Haven't More People Joined.