

# 1.

## WHAT'S IN IT FOR THE UNION AND WHAT THE UNION PROMISES YOU

Although the union will promise anything to get your vote, it does not legally have to make good on its promises. If union supporters are really honest (or well informed) they would admit that the union can't guarantee you anything -- except that unionization will cost you.

The benefits and job security which you presently enjoy with Southmark Management Corporation here at Harbour Club are as follows:

1. Free medical insurance for all employees;
2. Free life insurance for all employees;
3. Paid holidays;
4. Sick leave program;
5. Paid vacations;
6. Regular and periodic wage reviews;
7. Free uniforms for maintenance employees;
8. Wages that are equal to or better than any property management company in this area; and
9. Tuition reimbursement.

These have been given freely, without having to go through any outside organization, without risking loss of pay and jobs due to a strike and without you having to pay one cent in dues, initiation fees, fines or assessments.

Incidentally, I don't imagine that the union has told you much about compulsory union membership. If the union gets in here, it will attempt, at almost any cost, to get a "union security" clause in its contract, which would require you to join the union and pay dues every month as long as you work here. The union could negotiate away some of your existing benefits to make sure they get this clause. Also, if you fell behind in your dues, the union could legally demand that Southmark Management Corporation fire you.

Ask me or your direct supervisor to show you a financial statement of a union to see how much they make and how they spend it on their members.

# 2.

## WHAT REALLY HAPPENS IN NEGOTIATIONS? SOME QUESTIONS TO CONSIDER

CAN THE UNION FORCE SOUTHMARK MANAGEMENT CORPORATION TO AGREE TO THEIR DEMANDS IF IT WINS THE ELECTION?

NO. The union cannot force Southmark Management Corporation to do anything that it is not willing to do. If the union wins the election, it wins only the right to sit down at the bargaining table and bargain in good faith. "Good faith" bargaining does not mean that Southmark Management Corporation must agree to any union demands, even though the union may have made all kinds of promises to get your vote.

Federal law provides that "good faith bargaining" does not require Southmark Management Corporation to agree to any union demands or to make any concessions. We are not required by law to sign a contract which we do not believe to be in Southmark Management Corporation's best interest.

ARE ANY OF OUR PRESENT WAGES AND BENEFITS SUBJECT TO NEGOTIATIONS?

YES. Actually, bargaining means putting everything on the table. Bargaining does not start from a base of your present wages and benefits. All present wages and benefits are as much subject to negotiation as are any increases.

Since it takes two parties to make a contract...demands, counterdemands, horsetrading, and compromise would all take place. No one can predict what the result would be. In fact, after electing a union to represent them, employees have often found that they ended up with fewer benefits rather than more. This is chiefly due to the fact that unions will often trade away existing benefits or money increases for something else the union wants. The first thing the union wants is a union dues "check off" clause, so they can be sure to get their dues money, or "super-seniority" for union stewards.

CAN THE UNION GIVE US A LEGALLY BINDING GUARANTEE THAT IT WILL GET US HIGHER WAGES AND BENEFITS IF IT WINS THE ELECTION?

DEFINITELY NOT. The union can only make promises. Only Southmark Management Corporation can actually guarantee your wages and benefits.

WHAT WILL HAPPEN IF SOUTHMARK MANAGEMENT CORPORATION SAYS "NO" TO THE UNION'S DEMANDS IN NEGOTIATIONS?

No one knows for sure. Do you? Three possibilities would be:

1. The union could simply accept Southmark Management Corporation's offer, and you would continue to pay dues for the same wage/benefit package you already have;

-OR-

2. The union could take you out on a PAY-LOSING STRIKE which may gain you absolutely nothing;

-OR-

3. The union could just give up and walk away from the employees.

You can avoid having to worry about the uncertainties of negotiations or strike by voting NO on March 31, 1988.

Please ask me or your supervisor to show you a negotiated union contract.

# 3.

## WHAT ARE THE EFFECTS OF A STRIKE ON YOU AND YOUR FAMILY?

One thing you and your family should consider in the upcoming election is the possibility of union strikes. We hope a strike will never happen here at Harbour Club. If a union were to strike, we would continue to operate all of the areas on the property. The company has the right to continue operating by hiring replacements for anyone who strikes, and this is what we would do. If an employee strikes, and his or her job is permanently filled, the employee would not have a job to come back to at the end of the strike, but would be placed on a hiring list to be used if an opening occurred later.

How does a strike affect an employee and his or her family? Anyone who has been on strike will tell you:

1. Strikers lose their wages for the entire strike period and they don't get them back.
2. Strikers get no medical benefits while on strike.
3. Strikers get no unemployment benefits.
4. Strikers walk picket lines.
5. Strikers can be permanently replaced.
6. Strikers continue to receive bills that must be paid.

Remember, the only sure way to avoid strikes at this company is to have no union. For your own continued job security, I think you should VOTE NO on March 31, 1988.

Please talk with someone who has your type of job and has gone through a strike and ask them what it was like.