

NEGOTIATIONS - WHAT'S THE TRUTH

The Union, in their attempt to get voted in at your plant, has made claims about negotiations and what will happen if they get voted in at Sioux Products. Outlined below are the facts about negotiations and the union.

FACTS ABOUT NEGOTIATIONS

If ~~either~~ of the unions get voted in on February 1, 1980, Sioux Products would be required to only do two things:

- A. Recognize the successful union as your bargaining unit.
- B. Negotiate in good faith with the union.

Here are some facts about negotiations the union has not told you about.

The Production Workers Local 707 Union will promise employees whatever they want to hear. Unions do it because most employees do not understand the negotiating process and the union's will capitalize on your lack of understanding. Most unions attempt to give employees the impression that through the process of negotiations things can only get better. 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 can also go down through the negotiating process. In fact, Federal law does not protect employees from losing as a result of negotiations. ^(One of the) The union's primary goals in negotiations will ^(probably) be to secure a union shop and check off clause. A union shop requires compulsory union membership from employees and payment of initiation fees to the union to keep their

or payment of dues and initiation fees to the union after a 30 day period

jobs. A check off clause permits that initiation fees and dues can be automatically deducted from the employees paychecks and sent to the union office to avoid collection problems.

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 that an employer bargains in good faith, its final and last offer to the union may exclude or severely limit union demands. Unions and negotiations are no guarantee that things will get better. One way you can avoid the pitfalls of negotiations and the possibility of a strike is to vote "NO" union in the election Friday, February 1, 1980.

Negotiations with the union gives you no guarantees.

- A. You can lose as easily as win.
- B. If a union wins and negotiates a union shop, a union shop will require you to pay \$120.00 to \$185.00 to the union anyway.
- C. The unions, especially the Production Worker Local 707 union need and know how to spend your money. (See IM-2)
- D. You could be on strike.

Question: If either union calls a strike to enforce its demands, (for example: higher wages, more benefits, etc.) what are your rights, the company's rights and the unions rights.

Answer:

The Company

- 1) Sioux Products can continue to operate and permanently replace striking employees.
- 2) Sioux Products can discontinue its payments for benefits to employees who are on strike.
- 3) Sioux Products can terminate and criminally prosecute any striker for substantial picket line misconduct that violates the criminal laws of the state.
- 4) Unemployment compensation can be denied by the State Unemployment Compensation Department.

The Union

- 1) The union can legally picket Sioux Products providing the picketing is peaceful and entry to the company's premises is not obstructed.

The Employees

- 1) The employees can honor the picket line or refuse to honor the picket line and come to work.

Question: If the Production Worker Union Local 707 negotiates a union shop clause, would employees have the right to refuse to belong to the union.

Answer: NO Employees would have to join the union and pay all dues and fees or else be fired.

Question: Why is Sioux Products against the union?

Answer: The union, as a labor organization at our company, would:

- 1) Create conflict and disharmony between employees and management.
- 2) Eliminate the teamwork approach we have attempted to generate at Sioux Products.

Again, we hope there would never be a strike here, but we want you to be aware of the possible consequences.

REMEMBER

- Today you do not have to pay union dues to keep your job.
- Today you do not have to pay the union more money in special assessments whenever they want it.
- Today you are not controlled by the Production Workers Local 707, which has been reported to not properly represent the interest of the employees, example Best Food, where this union was deauthorized.
- And today, you do not have to worry about strikes, lost wages and job security. We hope you will give your overwhelming vote of confidence on February 1, 1980, by voting "NO"!

Vote No

