

MEMBERSHIP AND LOCAL STATISTICS

<u>UNION</u>	<u>1970</u>		<u>1972</u>		<u>1974</u>		<u>1977*</u>	
	<u>MEMBERS</u>	<u>LOCALS</u>	<u>MEMBERS</u>	<u>LOCALS</u>	<u>MEMBERS</u>	<u>LOCALS</u>	<u>MEMBERS</u>	<u>LOCALS</u>
RETAIL CLERKS INTERNATIONAL ASSOCIATION	552,000	242	605,202	220	633,221	215	650,876	208
RETAIL, WHOLESALE AND DEPARTMENT STORE UNION	175,000	320	175,000	310	197,840	315	180,000	315
SERVICE EMPLOYEES INTERNATIONAL UNION	389,000	357	435,000	357	484,000	364	550,000	360
AMERICAN FEDERATION OF TEACHERS	165,000	853	205,323	826	248,521	1,032	444,000	1,938
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS	1,755,025	819	1,828,548	807	1,854,659	783	1,973,272	805
AMERICAN NURSES ASSOCIATION	No #'s Reported		181,175	54	156,665	52	196,499	53

*1977 - most current numbers available

Statistics obtained from Directory of National and International Labor Unions in the United States, 1970, 1972, 1974, 1977.

UNION ORGANIZING FACTS

SOURCE: Bureau of Labor Statistics, News Brief, October 1979

- The number of white collar employees belonging to unions and employee associations headquartered in the United States increased by 182,000 between 1976 and 1978 to nearly 6.9 million.
- Proportion of white collar employees in labor organizations:

1976	27.6%	(6,673,000/24,157,000)
1978	28.2%	(6,851,190/24,295,000)
- Overall, unions and employee associations reported increased membership of 138,000 between 1976 and 1978.
- National and International Unions increased by 605,000 between 1976 and 1978 (total membership up to 21,734,000).
- Associations experienced a decline in enrollments from 3,028,000 to 2,561,000 between 1976 and 1978. BLS says that most association losses resulted from a shift of professional and state employees association members to labor unions.
- U.S. labor organizations, membership in unions and associations in the U.S. increased from 22,662,000 in 1976 to 22,798,000 in 1978.
- As a proportion of the total U.S. labor force labor organizations dropped from 23.4% in 1976 to 22.2% in 1978.

ORGANIZING IN HEALTHCARE FACILITIES

CAUSES

1. UNIONIZATION IS MORE ACCEPTED TODAY AND "LACK OF PROFESSIONALISM" ARGUMENT IS NOT AS EFFECTIVE.
2. SALARY LEVELS CONTINUE TO LAY BEHIND INDUSTRY. CATCH-UP ATTEMPTS HAVE HELPED SOME, BUT HAVE ALSO WHETTED APPETITES.
3. DESIRE FOR MORE PARTICIPATION IN THE DECISION-MAKING PROCESS.
4. TURNOVER AND LACK OF IDENTITY WITH A SPECIFIC FACILITY.
5. LESS TOLERANCE FOR SUBORDINATE ROLE IN RELATION TO PHYSICIANS.

SOLUTIONS

1. SITE SPECIFIC EXAMPLES FROM UNIONS WHO HAVE DEMONSTRATED A LACK OF PROFESSIONALISM AND PROVIDE FACTS TO SHOW HOW UNIONS ARE INEFFECTIVE IN DEALING WITH THEIR CONCERNS.
2. PROVIDE EDUCATION REGARDING THE "FINANCIAL FACTS OF LIFE" IN A HEALTHCARE FACILITY. ALSO DISPEL BELIEF THAT UNION WILL BE ABLE TO ADD ANYTHING TO AVAILABLE DOLLARS. ENSURE PAY AND BENEFITS LEVELS THAT ARE COMPETITIVE LOCALLY.
3. TEACH RESPONSIBLE PARTICIPATORY MANAGEMENT.
4. IN-SERVICE TRAINING AND ENVIRONMENTAL ISSUE IMPROVEMENTS DESIGNED TO MAKE IT COMFORTABLE AND PROFITABLE TO STAY.
5. ESTABLISH REVIEW COMMITTEE (DEAN MICHELSON CAN SHARE RECENT DENVER EXPERIENCE). ALSO CONSIDER THIS POTENTIAL PROBLEM DURING THE HIRING AND SCREENING PROCESS.

ORGANIZING IN HEALTHCARE FACILITIES

CAUSES

6. LACK OF KNOWLEDGE REGARDING A UNION'S ABILITY TO AFFECT CHANGE IN THE AREAS OF CONCERN.
7. TWENTY-FOUR HOUR NATURE OF THE BUSINESS, CONTRIBUTING TO LACK OF COMMUNICATION AND DISENFRANCHISEMENT OF EVENING AND NIGHT SHIFT EMPLOYEES.
8. CONFUSION REGARDING AREAS OF RESPONSIBILITIES AND FUNCTIONS.
9. STAFFING CONCERNS INCLUDING: SHORT-STAFFED, WEEKEND WORK, COVERAGE FOR ABSENTEEISM.
10. POOR SUPERVISION.

SOLUTIONS

6. PROVIDE EDUCATION REGARDING COLLECTIVE BARGAINING AND UNION MOTIVATION IN THE FINANCIAL REALM RATHER THAN IN THE PROVIDING OF IMPROVED HEALTH CARE.
7. ADMINISTRATIVE VISIBILITY ON OTHER THAN DAY SHIFT. ALSO, COMMUNICATIONS COMMITTEE REPRESENTATION ON EVENING AND NIGHT SHIFTS.
8. UPDATE AND COMMUNICATE ORGANIZATIONAL INFORMATION INCLUDING POSITION DESCRIPTIONS. EMPHASIS SHOULD BE ON CLARITY AND PRACTICALITY.
9. CONSIDER IN-HOUSE POOL; STAFF FOR EVERY OTHER WEEKEND OFF; CREATE ATTENDANCE INCENTIVES.
10. THIS NOTORIOUS PROBLEM IN HEALTH CARE FACILITIES HAS GROWN OUT OF POOR INTERNAL SELECTION, POOR RECRUITING AND LACK OF SUPERVISORY TRAINING. THEREFORE, EACH OF THESE AREAS NEEDS TO BE REVIEWED AND ADDRESSED.

NLRB ELECTION REPORT

UNION: RETAIL CLERKS

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	12	5	140	7	221
FEB, 78	18	10	475	8	2,097
MAR, 78	35	21	502	14	1,018
APR, 78	32	15	707	17	1,565
MAY, 78	37	14	760	23	1,923
JUN, 78	40	16	531	24	1,139
JUL, 78	40	18	697	22	1,229
AUG, 78	44	16	653	28	2,128
SEP, 78	47	19	797	28	1,016
OCT, 78	34	14	668	20	2,432
NOV, 78	27	10	559	17	819
DEC, 78	31	11	588	20	740
JAN, 79	25	6	256	19	1,735
	<u>422</u>	<u>175</u>	<u>7,333</u>	<u>247</u>	<u>18,062</u>

NLRB ELECTION REPORT

UNION: COMMUNICATION WORKERS OF AMERICA

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	10	6	258	4	205
FEB, 78	6	5	167	1	25
MAR, 78	10	4	105	6	558
APR, 78	18	7	337	11	736
MAY, 78	13	4	109	9	452
JUN, 78	11	4	158	7	337
JUL, 78	11	3	306	8	388
AUG, 78	13	8	397	5	521
SEP, 78	14	9	863	5	211
OCT, 78	11	5	228	6	549
NOV, 78	8	6	790	2	961
DEC, 78	11	5	122	6	1,068
JAN, 79	11	4	148	7	412
	<u>147</u>	<u>70</u>	<u>3,988</u>	<u>77</u>	<u>6,423</u>

NLRB ELECTION REPORT

UNION: OPERATING ENGINEERS

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	7	3	19	4	93
FEB, 78	8	5	178	3	128
MAR, 78	5	3	25	2	31
APR, 78	15	6	67	9	192
MAY, 78	22	13	285	9	288
JUN, 78	22	8	175	14	376
JUL, 78	9	5	112	4	102
AUG, 78	10	6	70	4	163
SEP, 78	18	8	135	10	260
OCT, 78	14	8	301	6	270
NOV, 78	22	11	67	11	413
DEC, 78	9	3	55	6	166
JAN, 79	16	6	91	10	111
	<u>177</u>	<u>85</u>	<u>1,580</u>	<u>92</u>	<u>2,593</u>

NLRB ELECTION REPORT

UNION: HOTEL & RESTAURANT EMPLOYEES

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	12	1	18	11	532
FEB, 78	14	9	370	5	119
MAR, 78	26	11	395	15	976
APR, 78	15	3	116	12	425
MAY, 78	13	2	87	11	382
JUN, 78	18	6	130	12	794
JUL, 78	18	6	186	12	582
AUG, 78	25	4	264	21	1,316
SEP, 78	18	5	161	13	505
OCT, 78	14	7	311	7	1,118
NOV, 78	14	6	158	8	431
DEC, 78	11	5	135	6	266
JAN, 79	14	7	209	7	343
	<u>212</u>	<u>72</u>	<u>2,540</u>	<u>140</u>	<u>7,789</u>

NLRB ELECTION REPORT

UNION: MACHINISTS

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	27	10	994	17	656
FEB, 78	18	8	153	10	330
MAR, 78	18	5	169	13	1,299
APR, 78	27	14	224	13	295
MAY, 78	45	20	365	25	2,196
JUN, 78	34	10	376	24	2,122
JUL, 78	16	10	334	6	66
AUG, 78	32	11	574	21	3,919
SEP, 78	43	22	1,802	21	858
OCT, 78	32	8	115	24	3,196
NOV, 78	30	15	651	15	1,133
DEC, 78	36	13	1,189	23	2,401
JAN, 79	23	11	275	12	922
	<u>381</u>	<u>157</u>	<u>7,221</u>	<u>224</u>	<u>19,393</u>

NLRB ELECTION REPORT

UNION: SERVICE EMPLOYEES INTERNATIONAL UNION

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	24	16	172	8	1,007
FEB, 78	19	8	181	11	603
MAR, 78	27	15	427	12	679
APR, 78	30	18	510	12	276
MAY, 78	22	10	185	12	1,103
JUN, 78	32	18	1,699	14	1,049
JUL, 78	21	9	359	12	934
AUG, 78	27	13	380	14	829
SEP, 78	21	11	456	10	263
OCT, 78	25	11	310	14	661
NOV, 78	32	12	632	20	1,286
DEC, 78	22	14	412	8	556
JAN, 79	10	6	214	4	378
	<u>312</u>	<u>161</u>	<u>5,937</u>	<u>151</u>	<u>9,624</u>

NLRB ELECTION REPORT

UNION: STATE, COUNTY & MUNICIPAL EMPLOYEES

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	1	1	31	Ø	---
FEB, 78	7	4	69	3	49
MAR, 78	2	2	117	Ø	---
APR, 78	3	2	142	1	36
MAY, 78	4	3	563	1	450
JUN, 78	3	2	54	1	14
JUL, 78	2	1	26	1	202
AUG, 78	6	2	91	4	1,329
SEP, 78	2	2	72	Ø	---
OCT, 78	5	4	2,687	1	179
NOV, 78	1	Ø	---	1	12
DEC, 78	6	3	74	3	707
JAN, 79	2	1	84	1	149
	<u>44</u>	<u>27</u>	<u>4,010</u>	<u>17</u>	<u>3,127</u>

NLRB ELECTION REPORT

UNION: STEELWORKERS

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	15	4	439	11	767
FEB, 78	19	7	323	12	535
MAR, 78	32	16	632	16	1,413
APR, 78	21	10	274	11	547
MAY, 78	24	11	664	13	685
JUN, 78	35	17	976	18	1,563
JUL, 78	27	13	1,123	14	1,811
AUG, 78	34	19	781	15	1,732
SEP, 78	16	5	182	11	1,745
OCT, 78	22	8	291	14	1,087
NOV, 78	28	12	1,034	16	1,280
DEC, 78	26	11	969	15	3,868
JAN, 79	24	14	1,069	10	688
	<u>323</u>	<u>147</u>	<u>8,757</u>	<u>176</u>	<u>17,721</u>

NLRB ELECTION REPORT

UNION: TEACHERS

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	1	1	26	-	-
FEB, 78	Ø	-	-	-	-
MAR, 78	2	2	71	-	-
APR, 78	1	1	18	-	-
MAY, 78	Ø	-	-	-	-
JUN, 78	Ø	-	-	-	-
JUL, 78	Ø	-	-	-	-
AUG, 78	Ø	-	-	-	-
SEP, 78	Ø	-	-	-	-
OCT, 78	6	3	229	3	165
NOV, 78	2	Ø	-	2	44
DEC, 78	1	1	713	-	-
JAN, 79	1	1	29	-	-
	<u>14</u>	<u>9</u>	<u>1,086</u>	<u>5</u>	<u>209</u>

NLRB ELECTION REPORT

UNION: TEAMSTERS

<u>MONTH/YEAR</u>	<u>NUMBER OF ELECTIONS</u>	<u>ELECTIONS WON</u>	<u>EMPLOYEES IN UNIT</u>	<u>ELECTIONS LOST</u>	<u>EMPLOYEES IN UNIT</u>
JAN, 78	162	52	2,351	110	4,224
FEB, 78	143	69	1,160	74	3,401
MAR, 78	226	108	2,054	118	4,276
APR, 78	178	74	1,495	104	5,210
MAY, 78	200	89	2,678	111	4,609
JUN, 78	252	94	2,001	158	5,286
JUL, 78	191	79	1,537	112	4,262
AUG, 78	229	101	2,543	128	4,488
SEP, 78	234	119	4,786	115	5,006
OCT, 78	187	77	2,044	110	5,510
NOV, 78	168	75	1,823	93	3,379
DEC, 78	191	70	1,373	121	4,360
JAN, 79	110	44	655	66	4,206
	<u>2,471</u>	<u>1,051</u>	<u>26,500</u>	<u>1,420</u>	<u>58,217</u>