

TIPS

What Will My Boss Say?

Some people will say anything to keep us from forming a union. Why? If we have a union, there will be shared decision-making power at work. Here's what to expect.

KEEP THE UNION OUT

The No. 1 thing managers will do is try to convince people that the union is an outside organization. We need to make sure our co-workers know that we are the union leading a democratic organization of working people.

- “We’re a family here. A union will ruin that.”
- “Everything will have to go through the union, and they will decide.”
- “Ask them where your dues are going.”
- “All unions are corrupt.”

IT WON'T MAKE ANY DIFFERENCE

If it doesn't matter, then why is our employer fighting so hard? This is our union and we are the ones who can make a difference. Why would we agree to less than what we have now?

- “Ask the union what they can guarantee.”
- “We'll have to start from scratch.”
- “The union can't force us to agree to anything.”
- “Wages are driven by our competitors, not decisions here.”
- And in the public sector: “The legislature makes those decisions, not us.”



Fear, Doubt and Uncertainty

Right out of the playbook, sowing fear, uncertainty and doubt can be an effective weapon against people with their jobs on the line.

Help your co-workers by preparing them for what might happen and why. Arm them with the truth!

IT'S GOING TO CHANGE EVERYTHING

Alternatively, the union is portrayed as all-powerful. Why would management agree to put themselves out of business? Why would we?

- “We can’t tell you what will happen. The union will be calling all the shots.”
- “A union will drive up costs so much that we would go out of business.”

YOU CAN'T SPEAK FOR YOURSELF

When someone tells us that having a union means we no longer will have the right to decide, this ignores the reality. We are the union and we make the decisions about what we agree to and how we run our organization.

- “The union can force you to strike.”
- “You will be giving your money to unions and their political causes.”
- “My door has always been open, but with a union, I won’t be allowed to talk to you anymore.”
- “Whatever the union agrees to in the contract, that’s what we go by.”

Top 3 Answers to Just About Any Question

- We are the union. We make the decisions.
- When it comes to rights and power, more is better than less.
- Union negotiation is a democratic and rational process to gain more rights and power.

GIVE US ANOTHER CHANCE

In an effort to quiet an organizing campaign, employers often look for a specific problem and then fix it. Great! Our organizing campaign is working already! Imagine what we can achieve when we win our union and the power to negotiate.

- “Please welcome our new operations chief! It’s time for a fresh start.”
- “It’s been tough, but we give this pay raise to recognize how important our employees are to the success of this company.”
- “We want to hear what you have to say. Give us your feedback through this online survey.”