

## TALKING POINTS WITH EMPLOYEES

I wanted to meet with you today because there has been some Union activity in our area. The Union has been targeting companies like ours and trying to get non-union employees to go work for them or trying to bring the union into companies like ours.

I don't think any of our employees want or need a union here, but I wanted to talk to you all about it so that there would be no confusion in your minds. I think this Union would be very bad for you. As a Company we have not and will not discriminate against anybody based on union activity. But I think it would be a big mistake for any of our employees to support the Union.

Let me explain why:

1. **The Union would hurt our ability to get work for you.** We have to compete for all of our work or else we won't have any jobs. **Ask yourselves why the unions are out looking for more members in our area.**
2. The organizers always promise higher wages and benefits. These are **empty promises.** If the Union got into our Company, you would not automatically get paid more. All that would happen is that we would have to spend a lot of time bargaining with the Union. **Everything you have now would go up for grabs.** We would make demands of our own. You could wind up with less than you have now.
3. The truth is that **the Union will cost you money.** If the union got in, you would have to pay dues of hundreds of dollars per year. (Typically two hours of union-scale wages per month).
4. If the Union does not get what it wants **it may call a strike.** If that happened you would not get paid at all. We might also have to hire replacements. Everyone would lose.
5. **There is a lot more the Union hasn't told you or our other employees. We need your help to get the right message out to the less experienced workers. You have the right to speak out against the Union to your co-workers. Don't sign a Union card without knowing what it means. Don't let the Union fool you. Don't let the Union tear down our company. [Open to Questions]**

## **SOME GENERAL GOOD AND BAD THINGS TO SAY.**

### **It's OK to say:**

“We're not perfect; we've made mistakes. But you know us; you can talk to us. What do you really know about these union organizers?”

“Some of us have worked Union before. We don't want to go back to that.”

“The Union will put another layer of bureaucracy between us.”

We are not allowed to make promises; but give us a chance to show you that we have heard your message.

“If bargaining starts, wages and benefits could be frozen, and the process could take months or even years.”

“I think this Union would be really bad for our company; bad for our ability to compete; bad for all of you.”

“There are a lot of risks connected with this Union. Is it worth the risk?”

“Let us hear from you.” Regardless of what you think about this Union, let's bring it out on the table and talk about it openly. This is one of the most important decisions you will ever make. It will affect the entire future of our company. Make sure you hear all the facts.

“Get the Union's promises in writing”

### **DO NOT SAY:**

“If the Union gets in, bargaining will be “from scratch;” or “from zero.”” (“Up for grabs” is OK).

“If the Union gets in, you won't be able to talk to us anymore.” (It's OK to say that the Union would get in the way; or you won't have the final say over your own wages and benefits).

“If the Union gets in, you won't get your raises this winter.” (“We don't know what will happen” is a better response).

“Tell us how we can fix your problems.”

“If the Union goes away, we'll start paying for all your health insurance.”