

# UNION PREDICTS COMPANY TRICKS



WILL THEY BE  
RIGHT OR WRONG?  
YOU KEEP SCORE



## Trick #1: Worksite Closing

**S**upervisors and company officials will tell you that your worksite may close because of the union. They will tell you that a union is bad for business—anything to make you fear you'll lose your job if you vote for the union.



## Truth:

**I**t is illegal for the company to close, or even to threaten to close, the place in which you work because the union is voted in. Companies go out of business for economic reasons—and the vast majority of those are non-union.

If your company is really in bad financial shape, let them prove it by opening their books.



## Trick #2: Strike Talk

**Y**our supervisor or other company officials may tell you that the union will force you out on strike — whether you want to or not.

They will tell you that during a strike you can lose your job forever. They will ask you how your family will survive if you are forced out on strike.



## Truth:

**W**hen the company threatens that the union will force you out on strike, they are breaking the law.

The union doesn't force you on strike. A strike is a decision voted on by you and your co-workers. If a majority of you don't want a strike, there won't be one. In fact, a 2/3 majority vote by the members is necessary for a strike to occur.

Ninety-nine percent of all Local 881 UFCW contracts are settled without strikes.



## Trick #3: Dues Blues

The company will tell you that the union just wants your money.

They may lie about the amount of dues you will pay as a member of Local 881 UFCW.



## Truth:

The improvements in pay, benefits, and fair treatment you win through the union are far greater than the cost of dues.

Any organization that works for you is worth paying for.

Remember: You don't pay dues until you win a contract!



## Trick #4: Violence

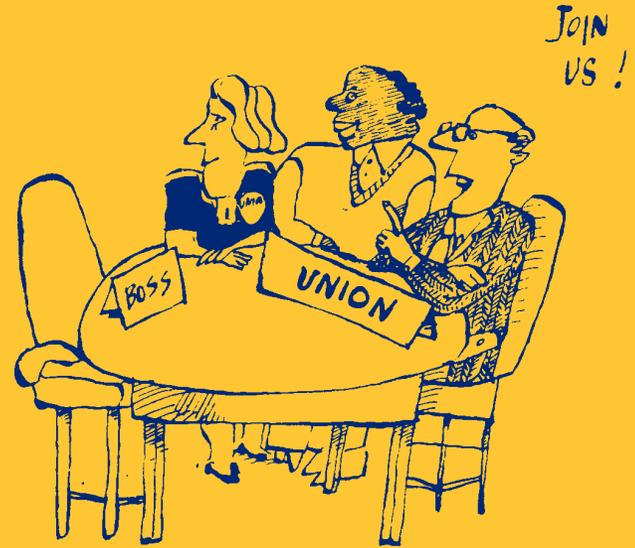
The company will try to scare you by saying that the union will bring violence and conflict.

Near election time the company may cause problems or conflicts, then blame it on the union.



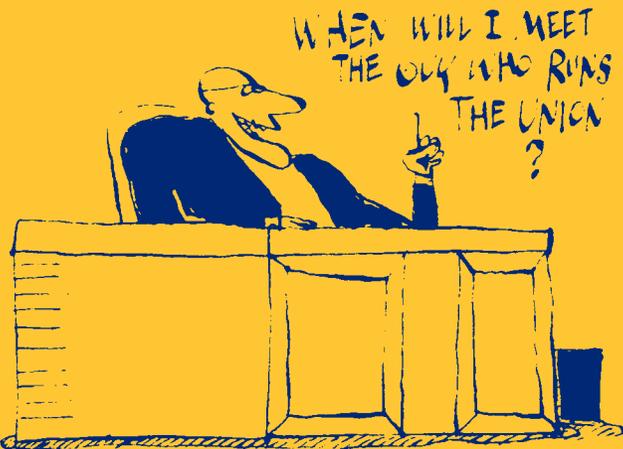
## Truth:

Local 881 UFCW exists to solve problems peacefully. With Local 881 UFCW, workers (members like you) and management sit down as equals and discuss problems that come up. This does not create violence, but avoids it.



## Trick #5: Union Bosses

The company will tell you that the union will take your dues money to pay the high salaries of union bosses. They will say that you will never benefit from any of this money.



## Truth:

Local 881 UFCW members decide how to spend dues. Half of all dues is used locally to make your union strong. The rest goes toward a range of professional services that work for you.

All decisions about Local 881 UFCW's finances are made by the local union's Executive Board, which is made up of a majority of union members like you.



## Trick #6: No Contract

**T**he company will tell you that they won't ever sign a contract even if you vote for Local 881 UFCW.

Since it is illegal for the company to say this directly, they may say, "Remember, we don't have to agree to what you want in the contract."



## Truth:

**Y**our company is legally required to negotiate with the union you choose.

Nearly every company talks tough before workers organize. But it's in the company's interest to keep its employees satisfied and keep the work flowing.

After you present your employer with reasonable contract proposals, a settlement usually occurs.



## Trick #7: Bargaining from Scratch

The company will tell you that when you negotiate a contract, you'll lose the wages and benefits you already have.

Although it is illegal, the company will say you'll be bargaining from scratch.



## Truth:

When you negotiate a first contract, you start with the pay and benefits you have now and build on them.

You'll decide what to ask for in your contract, then vote on it.

The strength of your contract will depend on the strength and participation of you and your co-workers in your union.



## Trick #8: A Second Chance

**Y**our supervisor or plant manager will come around asking for another chance to change problems on the job.

The company may tell you that they didn't know you and your co-workers were dissatisfied.

Your supervisors will start treating you better and show new concern for your well-being.

## Truth:

**W**hen workers give the company a second chance, they are always bitterly disappointed. If the company wins, nothing changes.

When this happens, many workers ask the union for a second chance to vote yes for the union. In most cases, you have only one chance to win your union. Don't be tricked out of it.



## Trick #9: Promises

**Y**our supervisor will suggest to you that you can get a promotion or better pay if you support the company.

The company will give special attention and favors if you turn against the union.



## Truth:

**T**he special treatment will end on election day. Many workers who are tricked by the company find themselves treated just as poorly as their co-workers after the union loses an election.



## Trick #10: Anti-Union Committee

**B**efore the union election, a so-called “Vote No Committee” will mysteriously appear.

The Anti-Union Committee will do the company’s dirty work. They may pass out literature filled with the company’s lies about the union, or they may spread rumors and insult co-workers who support the union.

The Vote No Committee members may be recruited from friends and relatives of someone in management. Usually they are promised special treatment or a promotion for their dirty work.

## Truth:

**T**he company knows that if you and your co-workers are united, you can stand up and win your rights. The aim of the Anti-Union Committee is to divide people and create hatred.

The company tries to divide us, but the union brings us together. Don’t let it happen to you.



# WAS THE UNION RIGHT?



YOU KEEP SCORE

|  |                          |
|--|--------------------------|
|  | THREATEN COMPANY CLOSING |
|  | STRIKE TALK              |
|  | DUES BLUES               |
|  | VIOLENCE                 |
|  | UNION BOSSES             |
|  | NO CONTRACT              |
|  | BARGAIN FROM SCRATCH     |
|  | A SECOND CHANCE          |
|  | PROMISES                 |
|  | ANTI-UNION COMMITTEE     |

 **881UFCW**  
a VOICE for Working Families

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