



Employer Tactics

Unions mean more power for workers to bargain for better wages and benefits. For management, however, a union means less power and control. As a result, many employers tend to resort to both subtle and drastic measures to keep workers from speaking out. When workers sticks together they can overcome management's tactics and in the end make a better place to work for everyone.

Many employers respect workers' rights and basic freedom to choose when it comes to union representation, but sometimes they try to get in the way. It is important for you to know that you might encounter an employer that may attempt to coerce, manipulate, bribe, or even threaten you.

Typical Threats

Some companies that feel threatened by the idea of their workers being represented by a union sometimes resort to various tactics in order to keep you from organizing. These include love tactics and scare tactics that, while opposite in their approach, can both have equally damaging effect for workers trying to get an independent voice at work.

Love Tactics

"Give us a chance."

Employers may admit to making mistakes assuring that those mistakes will be remedied, and will never occur again. Management may send out "love letters" which formally apologize for any wrong doings in the past, and make promises for a better future.

Bribes

Your company may implement temporary changes or improvements in reaction to a union organizing campaign. These changes could include a WAGE increase but these rarely last beyond the campaign because the employer has no requirement to uphold them when the threat of a union goes away. It is also illegal for the employer to interfere with the organizing campaign.

A Sudden Change in Attitude

The attitude of your employer towards you and your fellow workers might dramatically improve. Management is suddenly very concerned with showing you how much they appreciate and respect you as a member of the company. Activities, such as lunches, dinners and picnics, are organized for workers and their families – activities that did not exist before the union began the organizing campaign.

Scare Tactics

Your employer might try to sway you from supporting a union by saying:

Management Won't Listen to the Union

Management wants you to believe that workers coming together in a union have little power, and, should the workplace become unionized, management won't bargain with the workers, or comply with the workers' contract. What management doesn't want you to know is, by federal law, they must cooperate when workers form a union.

Threatening Your Benefits

It is against the law to threaten your benefits as punishment for supporting a union.

Pressuring Team Leaders and Supervisors

Management may pressure your supervisors to subtly, or not subtly, spread anti-union messages around your place of employment. Many times, supervisors will use their personal relationships with employees to manipulate and harass. Again, under federal law, management is not allowed to promote, recruit, or fund any form of anti-union committee.

We're a Family - We're a Team

Management might organize a mandatory meeting in order to spread an anti-union message throughout your workplace, emphasizing the company is a family and should stand united against the union. It is not unusual for anti-union videos and other forms of propaganda to be shown at these meetings. Occasionally, they open these meetings up to question and answer sessions.

Union Busters

Management may get so desperate that they hire highly paid union-busting consultants. These people are paid to keep workers from forming a union at any cost. Many times, employers pay these people as much as or more than it would cost to make workplace improvements that would benefit workers.

Strikes

The reality of strikes is that it's your choice. Unions will examine all other alternatives before a strike is deemed necessary. Statistically, less than 1% of thousands of negotiated contracts end in strikes. Only members can decide to strike.

\$ Money, Money, Money \$

Your employer may attempt to frighten you with talk about all the money you will pay if you form a union. However, these claims are false. When workers come together to form a union at their workplace they aren't required to pay any of the costs associated with it. You will pay dues only when you have a contract. But dues bring large rewards in pay raises, benefits, job security, representation and working conditions. The added pay and benefits workers receive through belonging to the union are much more than the cost of union dues. The dues go to pay for organizers, legal assistance, support staff, rent, materials, etc... which are all needed to maintain good contracts and adequate representation. No one pays dues until the workers have voted to accept a contract.

All correspondence with the union and card/petition signing will remain 100% confidential.



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