

UNITY AND POWER



UNION BUSTING 101: FOR ALL MEMBERS KEY TACTICS



Anti-worker employers use court cases and laws to weaken unions. With words like “worker choice” and “right to work,” they try to hide an agenda focused on lessening workers’ power to negotiate better salaries, working conditions and pro-worker laws (like minimum wages and universal and affordable health care). Workers win by sticking together and standing strong for our right to unite in unions and to be treated with dignity, respect and fairness at work.

EXPAND ANTI-UNION “RIGHT TO WORK” LAWS NATIONALLY

- GOAL:** Make union membership optional by eliminating Fair Share Fees, the mandatory payments made by non-members inside the bargaining unit.
- IMPACT:** Reduce union membership. Weaken unions’ financial power and ability to effectively represent workers.
- TACTICS:**
- Janus v. AFSCME (decision in Spring 2018)—Supreme Court case that could eliminate the mandatory fair share fees for government workers (teachers, fire fighters, agencies)—over 10 million union members
 - “Opt-out” Outreach Campaigns—After the court ruling, launch aggressive direct outreach to union members to persuade them to save money by dropping union membership with home visits (door knocking), direct mail, phone calls, websites and electronic communication.
 - Employers End Automatic Dues Deduction—Employers decide to stop deducting union dues.
 - Local Right to Work Laws: Encourage cities and counties to pass new legislation making union membership optional (Hardin County, KY; Lake County, IL; Sussex County, DE)
 - State Right to Work Laws: Currently 28 states are right to work, with **X#** in the last 10 years. Recruit more governors to support passage of these laws.

END EXCLUSIVE REPRESENTATION BY UNIONS

- GOAL:** Eliminate unions as workers’ exclusive bargaining agent for members and non-members (fee payers)
- IMPACT:** Non-members can represent themselves as individuals and negotiate an individual contract with employer to cover their salary, working conditions, merit pay, and bonuses. Each person negotiates their own contract.
- TACTIC:** State legislation that allows “independent bargaining”

UNION RECERTIFICATION ELECTIONS EVERY 1-3 YEARS

(for unions representing government workers)

- GOAL:** Force frequent union elections requiring 50% of bargaining unit members to select the union as their exclusive bargaining agent. Members vote on whether to keep, replace or eliminate their union.
- IMPACT:** Waste workers time and resources by running frequent elections, making it more difficult to effectively represent workers. Unions can be replaced by another union or eliminated. Decertified unions ineligible to be selected again for at least a year.
- TACTIC:** State legislation for “Worker Voting Rights” or “Workers’ Choice” language

These efforts drain unions of the resources needed to fight for pro-worker policies. For example, the anti-worker Freedom Foundation took credit for causing “tremendous financial toll” on SEIU Locals 775 and 925 when they lost **\$8.7 million** in six months from fewer members plus new expenses to fight anti-worker legislation in Washington state – such as legal fees, ballot initiatives, and lobbying elected officials. Here are some of their other tactics. To spread these laws, anti-union forces rely on the **State Policy Network (SPN)** and the **American Legislative Exchange Council (ALEC)** and their affiliated organizations.

To learn more, see “State conservative groups plan US-wide assault on education, health and tax,” The Guardian, December 5, 2013. Ed Pilkington and Suzanne Goldenberg.

www.theguardian.com/world/2013/dec/05/state-conservative-groups-assault-education-health-tax