

# Push Back

**Exercising Your Right To Remain Union Free**



---

*What Can I Do  
If I Want To Stay Union-Free?*



---

## IMPORTANT INFORMATION

***If you have been targeted by a pushy union and pushy people are trying to convince you to support a union and sign a union card, you have the right to PUSHBACK.***

***Just as employees who desire a union can push to have one, employees who want to stay union-free also have the right to keep a union out of their workplace.***



***This Toolkit has been prepared to provide you with information to PUSHBACK against pushy unions and their tactics.***

---

## **IMPORTANT INFORMATION**

***You need to know your Company cannot encourage employees to do or not to do the things set out in this presentation.***

***Your Company can only inform you of your legal rights.***

***Whether you and your co-workers choose to exercise your rights to support or oppose the union is entirely up to you.***

# DISCLAIMER

*These slides have been developed for people who desire to remain union-free, and are willing to share this information with others.*

*These slides are a simply a reference.*

*They represent a basic blueprint for you, as an employee, to remain union-free.*

*However, they do NOT constitute advice on HOW or WHETHER you (as an employee) and/or your co-workers should exercise your legal rights.*

*As you dig in, you're likely to uncover a wealth of information to help you devise your own innovative push back tactics.*

*The slides have been prepared to give you and your co-workers a general overview of your legal rights and some ideas on actions you can take to maintain and enhance your union-free status.*

*It is important to keep in mind that you and your co-workers should be flexible and choose the best method to accomplish whatever specific objectives you have in mind.*

# BE PREPARED BEFORE YOU BEGIN...

- You should realize that many of your co-workers might not know how today's unions work.
- Below are some questions that you will probably need to answer for yourself and your co-workers
  - You can use [1-888-NO-UNION.COM](http://1-888-NO-UNION.COM), as well as many other resources, to answer many of these questions
- 1. **What is a union?**
  - Many workers do not know that, as an industry, unions collect more than \$10 Billion per year from workers
- 2. **Are you in a Right to Work state or Non-Right-to-Work State**
  - Unlike Non-Right-to-Work states, while you cannot be fired for refusing to pay a union in a Right-to-Work state, the union still takes control over your work life.
- 3. **Does the union targeting you have the right to put its members on trial and fine them money?**
  - This information can be found in the union's constitution, as well as local bylaws.
- 4. **Does this union have a history of strikes or corruption?**
  - This data can be found through newspaper searches, or through [1-888-NO-UNION.COM](http://1-888-NO-UNION.COM)

# BE PREPARED BEFORE YOU BEGIN...

5. **Is your company susceptible to competition (either foreign or domestic) that, by unionizing, could cause you, or your company, to be uncompetitive?**
  - Over the last 30 years, thousands of unionized companies have gone out of business or shipped jobs overseas. If this is a possibility in your company, your co-workers deserve to know the facts.
  
6. **Can you or your co-workers afford to go out on strike?**
  - A union's biggest weapon is its ability to strike. If the union decides to strike your company, could you and your co-workers be replaced (either temporarily or permanently)?
  
7. **Prepare you and your co-workers for the union's campaign against your workplace (this is called *inoculation*). Union tactics can include:**
  - Intimidation
  - Personal smears
  - Attacks on the Company...a must for the union.
  - False promises
  - Downplaying the risks and costs associated with unions
  - Refusal to provide factual information to you or your co-workers
  
- **If you can answer the majority of the questions above, then you are ready to begin pushing back against the union.**

## Q & A: WHAT CAN I DO IF I WANT TO REMAIN UNION-FREE?

**Question:** *Can I tell other Employees that I want to stay Union Free?*

**Answer:** **YES!** Just as with employees who support a union, if you and your co-workers are against a union you **CAN** let your feelings be known to your co-workers.



### **Some Examples:**

*“We don’t need to pay hundreds of dollars a year to a union to speak for us, when we already have the right to do that ourselves.”*

*“I don’t need a union to speak for me.”*

Note: You can also share experiences you have had in the past.

---

## Q & A: WHAT CAN I DO IF I WANT TO REMAIN UNION-FREE?

**Question:** *Why should I let other employees know that I think we should stay union-free?*

**Answer:** *Many times, employees who talk the most are the ones who are for the union, and the silent majority who does not want the union says nothing.*

*But by saying nothing, you may give other employees the impression that you are for the union when you are not.*

*If you are not for the union and want to remain union-free, you can let your co-workers know your feelings.*

*You do have the right to raise your voice and be heard.*



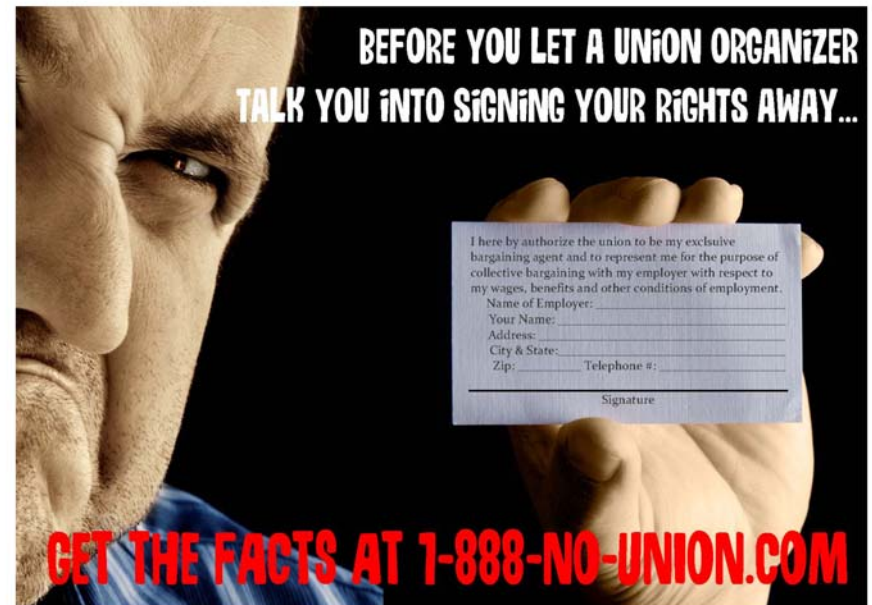
## Q & A: WHAT CAN I DO IF I WANT TO REMAIN UNION-FREE?

**Question:** *What can I do to let other employees know that I think we should stay union-free?*

**Answer:** *If employees who are for a union try to talk to you about unionization, you can tell them to leave you alone and that you are not interested.*

*If you are against a union, and if you know other employees who are too, you may lawfully work together to push back against the union and together you can send the union the message to go away.*

This has worked extremely well for many employees across the country.



## TWELVE BASIC THINGS YOU CAN DO IF YOU WANT YOUR COMPANY TO REMAIN UNION-FREE

***Question:*** *What else can I do lawfully to let other employees know that I think we should stay union-free?*

***Answer:*** *You can ...*

1. Build a strong Volunteer Committee to push back on the Union Organizers
2. Identify other co-workers that are against the Union and get them involved
3. Gather information on the union and its officers and share it with others
4. Develop handouts and distribute to employees
5. Hold meetings to build a coalition of employees against unionization
6. Coordinate special demonstrations and rallies; family and community events
7. Tell the Union to simply go away
8. Get in touch with your co-workers both on and off the job to maintain your union-free status
9. Wear buttons, stickers, T-shirts and other items to show your support
10. Advertise through signs, posters, billboards, radio call-in shows
11. Set up Websites and make full use of the internet i.e. Facebook, Myspace.com, LinkedIn and others
12. Reach out for support and network with local companies and community groups

---

# BUILD A STRONG LEADERSHIP VOLUNTEER COMMITTEE



## I. BUILD A STRONG LEADERSHIP VOLUNTEER COMMITTEE

**Unlike a union that pays its inside and outside organizers to unionize employees, your efforts must be voluntary.**

- In general, someone needs to take on the role of facilitator.
- A facilitator can assemble a strong Volunteer Committee to push back on against unionization
- The Volunteer Committee can talk with others who share this point of view
- You, as well as the rest of your Volunteer Committee, are allowed by law to band together because you don't want to be represented by the union
- Your Volunteer Committee can include family and friends
- Your Volunteer Committee can include employees from neighboring businesses
- Your Volunteer Committee can include anyone else (except management) who has an interest in seeing you remain union-free
- More than union organizers who are paid to unionize you and your co-workers, your Volunteer Committee will likely develop a sense of camaraderie and passion that may even surprise you.
- **Note: A Volunteer Committee cannot have any management involvement whatsoever**

---

# IDENTIFY OTHER CO-WORKERS & GET THEM INVOLVED



## II. IDENTIFY OTHER CO-WORKERS & GET THEM INVOLVED

1. It is lawful for an you and your peers to **reach out to fellow co-workers** who also do not want to be represented by unions
2. It is lawful to **talk one on one** with coworkers to see if others agree with your point of view on unions
3. It is lawful for you to work together and **establish a Volunteer Committee** who's purpose is to push back on the union, its tactics, and its organizers
4. It is lawful for you to **build a list of names** and addresses
5. **List building** - obtain co-workers' names, addresses and telephone numbers directly from employees – use “post its” or pieces of paper. This information must come from the employees, the company cannot provide it.

**NOTE:** Union organizers will often get employee information without the individual employees providing it and, often without permission. **DO NOT STOOP TO THE UNION'S LEVEL.**

It is important for you to ask for information directly from your co-workers.

---

# Gather Information & Share It



TIRED OF UNION BOSSES KEEPING YOU IN THE DARK?

GO TO 1-888-NO-UNION.COM

### III. GATHER INFORMATION ON THE UNION & SHARE IT

**Q:** What do others need to know? What will employees do with the information?

**A:** Trumpet the truth.

Share with others what the Union is not willing to share. Help get people informed.

- **In addition to 1-888-NO-UNION.COM, here are some other excellent resources:**
- Research Newspapers & Magazine Stories: ([newspapers.com](http://newspapers.com), [naa.org](http://naa.org))
- Basic Union Facts: ([UnionFacts.com](http://UnionFacts.com), [NRTW.org](http://NRTW.org))
- Union Websites
- Union Member-Run Websites ([uniondemocracy.org](http://uniondemocracy.org))
- Union Financials (can be obtained through the U.S. Department of Labor: [unionreports.gov](http://unionreports.gov))
- Union Constitution & Local Bylaws (can also be obtained through the U.S. Department of Labor: [unionreports.gov](http://unionreports.gov))
- Unfair Labor Practices (ULP's) filed against the union by its own members

# DEVELOP HANDOUTS AND DISTRIBUTE

Would you give a stranger a blank check?



**Signing a union's authorization card is giving a union a blank check on your work life.**

[1-888-NO-UNION.COM](http://1-888-NO-UNION.COM)

## IV. DEVELOP HANDOUTS AND DISTRIBUTE

**Q:** How can you get your message out?

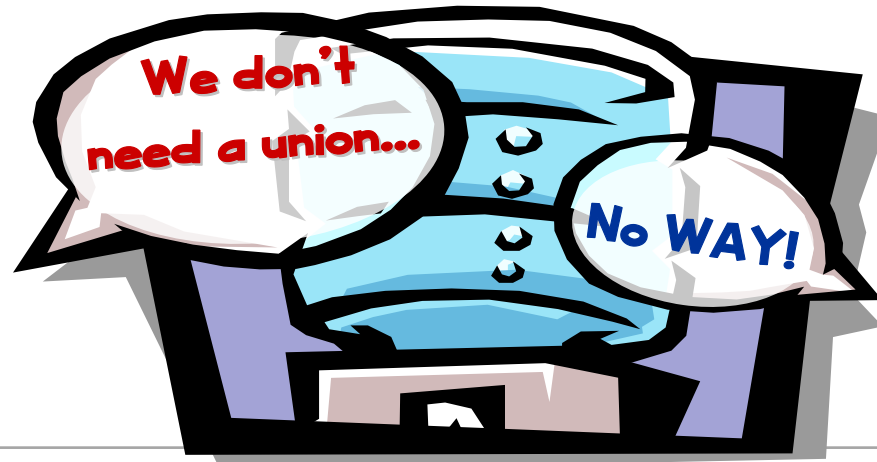
**A:** There are a wide variety of ways to communicate among your co-workers, rally support and protest against the union.

### Thoughts to consider for handouts:

1. Is the information short, to the point and visually attractive – eye appeal is key
2. Are they too detailed? [Present one or two issues at most.]
3. Are they easily understood, clear, and direct? [“What does this mean to me?”]
4. Do they support everything with relevant facts
5. Do they feature factual accounts from fellow employees? [Testimonials are great.]
6. Do they reinforce the message that employees have a right to say no to the union?
7. Are they clear and specific about how the employees want to deal with the issue?
8. Do they provide name of a contact person for more information?
9. Do they stress the importance that everyone needs to get involved?
10. Will you distribute the handouts at work, mail handouts to home?

## V. HOLD INFORMATION MEETINGS FOR SUPPORTERS

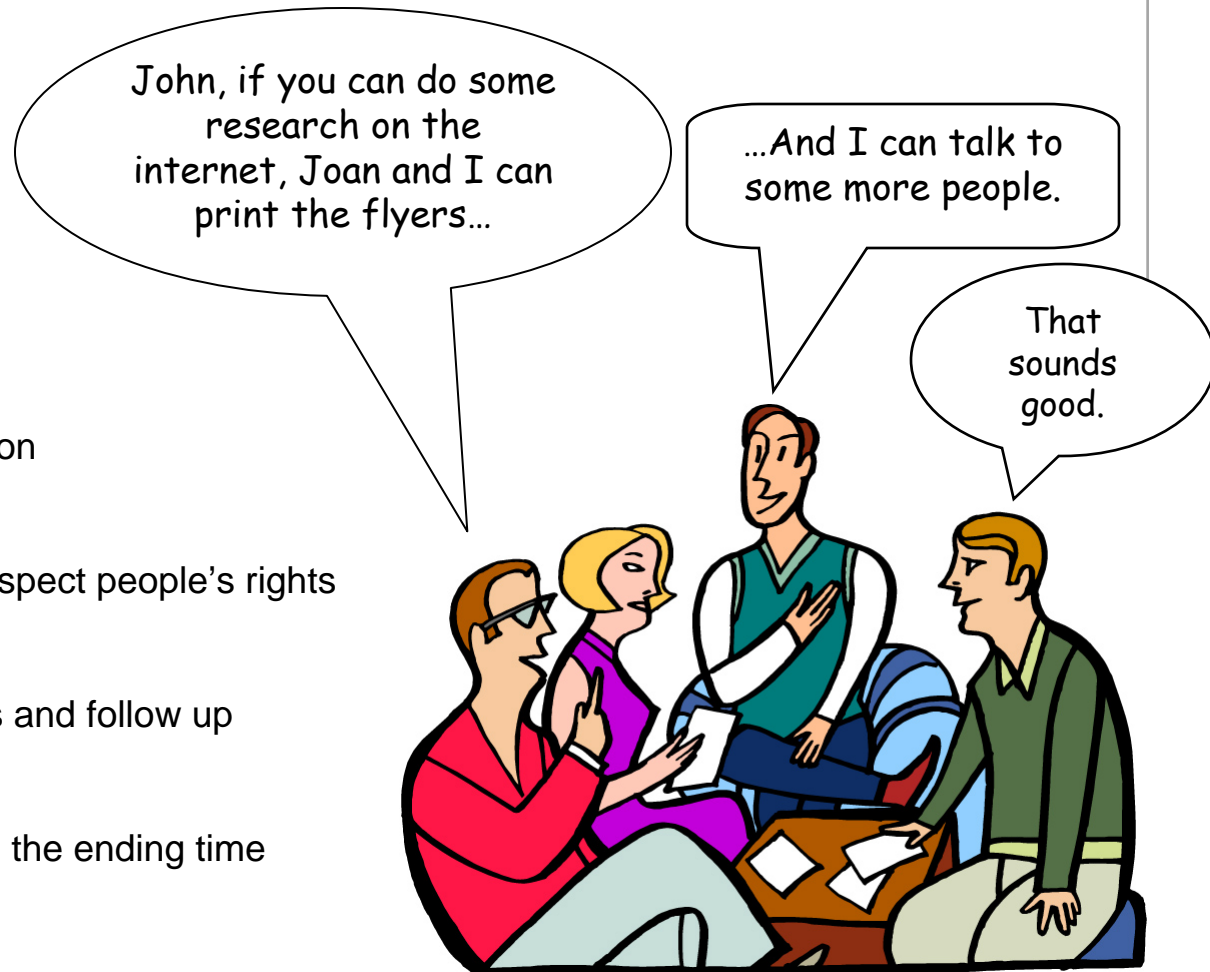
1. The “push back” Volunteer Committee is the primary vehicle through which all communications are delivered
2. A large turn out demonstrates cohesiveness, enthusiasm, strength
3. Holding information meetings is a great way to communicate with all your supporters at once
4. Updates can be given
5. You can use them to build support and distribute literature
6. Line up commitments and prepare people for action i.e. demonstrations



## V. HOLD INFORMATION MEETINGS FOR SUPPORTERS *(CONTINUED)*

### Basic Guide to Conducting Effective Meetings:

1. Start the meeting promptly
2. Welcome everyone
3. Introduce newcomers
4. Review the agenda
5. Give basic information
6. Q & A Session
7. Bring closure to discussions
8. Move to go into immediate action
9. Seek commitments
10. Encourage participation and respect people's rights
11. Be flexible
12. Summarize the meeting results and follow up
13. Thank people
14. Close the meeting on or before the ending time
15. Set up next meeting



---

## VI. COORDINATE SPECIAL EVENTS

### You can:

1. Think of novel off-the-job strategies
2. Use the element of surprise
3. Protest against the union
4. Picket at other associated Union Sites
5. File Unfair Labor Practices where warranted
6. Think of unique ways to demonstrate against the Union
7. Have someone hold a “garbage bag” to collect union flyers
8. Engage the union on multiple fronts

**Since unions are not used to encountering employees who like to stand up for themselves, they will often become unnerved at your willingness to push back.**

## VII. HOW TO TELL THE UNION TO “GO AWAY”

### You can:

1. Just say “No”
2. Speak up and speak out and let others know how you feel
3. Pass out “proud to be union free” literature
4. Have someone lined up to collect union literature in a garbage bag as union hands it out at the gate
5. Wear proud to be union-free T-shirts, caps, buttons, stickers
6. You can take out a “proud to be union free” add and send in editorials to the Newspaper
7. Get on Talk Shows
8. Define your “push back” campaign in terms of the potential impact on each employee, the plant and the community



## VIII. CIRCULATE A PETITION

Whether you Signed a Union Card or Not .....

**You Can Take a Stand Against the Union by:**

1. Creating a Petition telling the NLRB and the Union

***“We Do Not Want To Be Represented by the Union”***

**See samples here:**

**<http://www.1-888-no-union.com/unionfreematerials/howtogetyourcardback.html>**

2. Have no more than 10 signature lines on a page
3. Secure Employee Signatures & Dates

**Ask everyone that signs to volunteer – take phone numbers & e-mail addresses**

2. Mail copy to the NLRB and the Union

## IX. CREATE & WEAR BUTTONS, STICKERS, T-SHIRTS AND OTHER ITEMS

### You can:

1. Build a unified front, as well as a sense of community
2. Encourage others to become involved and engaged

### How:

1. Decide on your “key message”
2. Develop, Distribute & wear T-shirts
3. Develop, Distribute & wear buttons
4. Develop, Distribute & wear stickers
5. Develop, Distribute & display bumper stickers

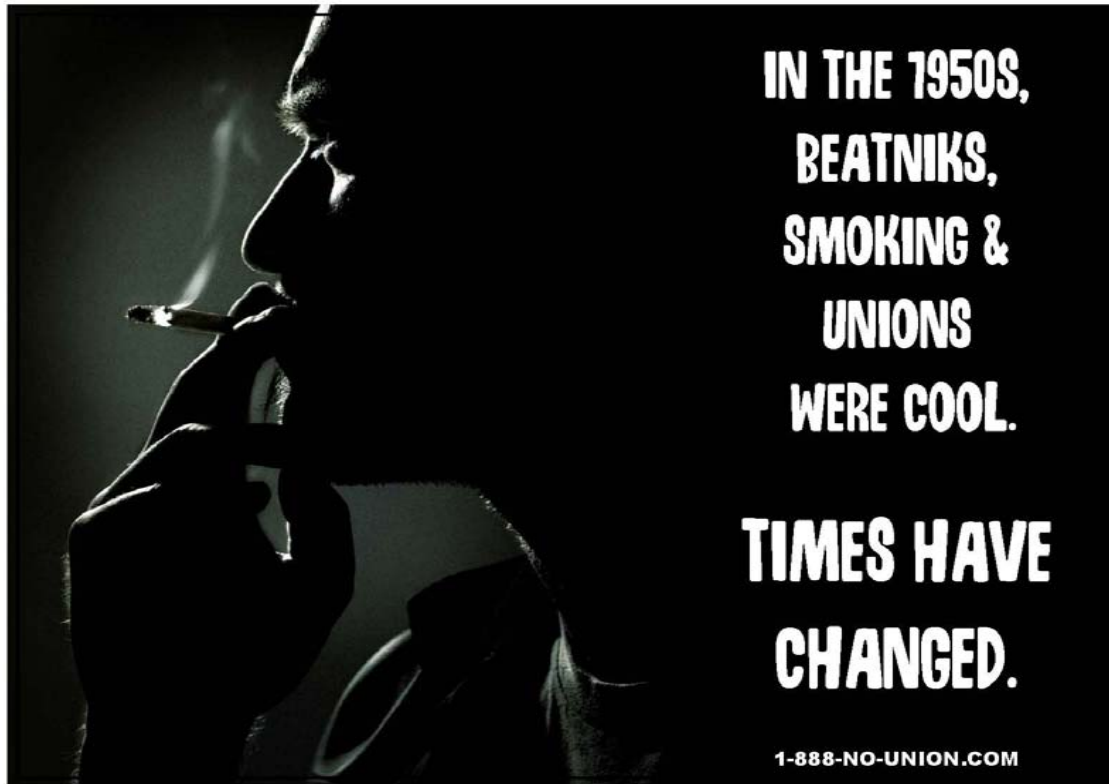


---

## X. ADVERTISING – A LIST OF METHODS

**Q:** How do you want to deliver your message?

**A:** Freedom of Speech provides many creative ways to get your message out.



## X. ADVERTISING – A LIST OF METHODS

**Q: How do you want to deliver your message?**

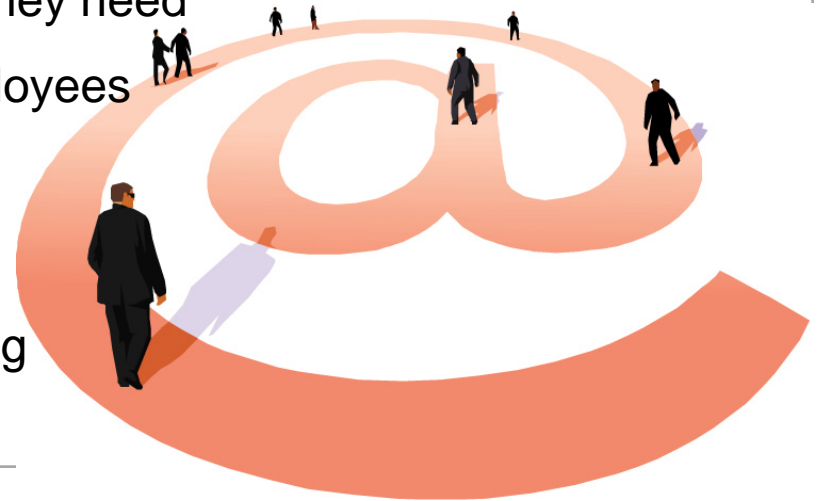
**A: Freedom of Speech provides many creative ways to get your message out.**

Billboards	Bullhorns & bells
Semi-trailers sides	T-shirts & hats
Public demonstrations	Bumper stickers
Radio, TV, newspaper & magazines	Give-aways
Door hangers	Bus stops
Letters and mailings	Stadium signs
Petitions	Concert programs
Websites	Posters, signs & hanging banners
Door to door canvassing	Blimps
Handbills	Telemarketing
Costumes & props	Helium balloons

## XI. SET UP WEB PAGES AND MAKE USE OF THE INTERNET

### **By Building a Website you can:**

1. Build your Volunteer Group
2. Tell people who, what and where you are
3. Say what you stand for
4. Say how you plan to accomplish it
5. Show that you are about action
6. Give people the information and ideas they need
7. Use on-line campaigns to mobilize employees
8. Set up on-line group discussions
9. Communicate quickly
10. Use e-mail for fast and cheap messaging





## XIII. HOUSE VISITS & PHONE CALLS (IF APPROPRIATE)

### You can add a Personal Touch:

1. Visit the employee and family – no substitute for face-to-face contact
2. Listen and Ask Questions – no need to sell...Be honest and forthright.
3. Develop a sense of Ownership among push back volunteers
4. Let your co-workers know you much their support is appreciated
5. Use house visits or telephone calls to define who you are and what you stand for

### Guidelines for Effective House Calls

1. Time your visit or call after the dinner hour
2. Reference how you got their information (make sure you got it from them directly)
3. Avoid knocking on a complete strangers door (Remember, you are not the union and don't need to be intrusive.)
4. Avoid arguments
5. Reduce your time spent with pro-union employees
6. Involve other members of the family since they will be affected if a union gets in

**Use home visits or telephone calls only if you know you will not be viewed as intrusive by your co-workers and, if asked to leave, do so.**

*THE ACTIONS SUGGESTED IN **PUSH BACK**  
CAN SEND A POWERFUL MESSAGE TO YOUR CO-WORKERS  
AS WELL AS THE UNION*



*PLEASE REMEMBER, ALTHOUGH PEOPLE ARE FREE TO  
DISCUSS THESE MATTERS DURING BREAKS AND AWAY FROM  
WORK, **WORK TIME AND WORK AREAS ARE FOR WORKING.***