

1: Union Organizing Tactics – SGR Law

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The Five Basic Steps to Organizing a Union Although every workplace is different and the needs of workers vary, there are some basic steps involved in winning a union voice on the job. This small group starts to privately discuss workplace issues, what is involved in organizing a union, and making plans to contact UE. Build an Organizing Committee Leaders are identified and an organizing committee representing all major departments and all shifts and reflecting the racial, ethnic and gender diversity in the workforce is established. Organizing committee training begins immediately. Committee members must be prepared to work hard to educate themselves and their co-workers about the union and to warn and educate co-workers about the impending management anti-union campaign. Also at this step basic information about the workplace must be gathered including: Adopt An Issues Program The committee develops a program of union demands the improvements you are organizing to achieve and a strategy for the union election campaign. A plan for highlighting the issues program in the workplace is carried out through various organizing campaign activities. The goal is to sign-up a sizable majority. This "card campaign" should proceed quickly once begun and is necessary to hold a union election. Win the Union Election The signed cards are used and required to petition the state or federal labor board to hold an election. It will take the labor board at least several weeks to determine who is eligible to vote and schedule the election. The union campaign must continue and intensify during the wait. If the union wins, the employer must recognize and bargain with the union. Negotiate a Contract The organizing campaign does not let up after an election victory. The real goal of the campaign, a union contract the document the union and the employer negotiate and sign, covering everything from wages to how disputes will be handled , is still to be achieved. Make It Your Union! In UE, we are proud of our democratic tradition: UE will be with you every step of the way – helping with everything from organizing to negotiating your first contract Will we still be there after you win your first contract? While we want and encourage our locals to make their own decisions on issues of local importance, the resources of the national union will always be there when you need them – along with a staff person to provide guidance and support.

2: How Does Union Decertification Work? An Employer's Guide

Employer's Guide to Union Organizing Campaigns helps you guide your company through every stage of union organizing campaigns, so that you can react quickly, effectively, and legally even before organizing begins.

Fifty years ago, approximately 35 percent of the American work force belonged to a union. Today, unions represent less than eight percent of American workers in the private sector and To reverse this trend, unions are engaging in increasingly aggressive efforts to boost their membership. Two union-organizing tactics that pose a potential threat to employers are card checks and salting. Union membership has been in decline for years. Card checks were used to sign up approximately 70 percent of the private sector workers who joined unions last year, as compared to just five percent two decades ago. Through card checks, , private sector workers joined unions in Why are your workers willing to sign such cards? Sometimes employees are led to believe that they are simply signing a request for a secret ballot election or a nonbinding statement of interest. At other times, employees are threatened into signing the cards. What rights does an employer have? But the NLRA does not expressly provide for card checks as a way to demonstrate the majority status of the union; rather, the secret ballot election is the only statutory basis for employees to show that the union should be recognized as their certified bargaining agent. Interestingly, even though the unions express no faith in the election process to demonstrate their majority status to get a labor contract, they demand secret ballot elections supervised by the NLRB when employees demand a decertification removal of the union. An employer is permitted to recognize a union voluntarily if it is presented with evidence that the union has the support of a majority of the employees. However, an employer may always insist that an election be held even if it is presented with the requisite number of signed authorization cards. Salting may take one or more of the following forms: The union sends out a member to get a job with a company while concealing his or her union membership. The union then files an unfair labor practice charge alleging that the company discriminated against the salt because of his or her union activity. The union sends a member to apply for a job when he or she is wearing union clothing. If the salt is not interviewed or hired, the union files an unfair labor practice charge with the NLRB. The union has a member pick up an application form from a company. The member takes the application back to the union hall where dozens of copies are made and other union members complete the applications, clearly indicating thereon their union membership and union organizing experience. The applications are returned to the company with a demand to be hired. If the applicants are not interviewed or hired, the union files an unfair labor practice charge with the NLRB. Unfair labor practice charges based on the above activities cost the union very little money to bring, but can be very expensive for a company to defend against. Managers and supervisors should be trained as to what they may say and do within the bounds of the NLRA. Also, companies should consider developing a policy prohibiting an application form from being removed from the workplace. As the above illustrations demonstrate, unions are alive and well and are continuing their efforts to organize your work force. Resistance efforts can be a minefield for employers. Be aware of union tactics, but do not fight them without first consulting legal counsel.

3: Organizing Campaigns - Labor Unions and the Internet - LibGuides at Cornell University

DPE affiliate unions interested in getting a copy of Guide to Organizing Professionals or having a DPE staff member give a presentation on the guide should e-mail info@www.enganchecubano.com

Methodology[edit] Organisers employ various methods to secure recognition by the employer as being a legitimate union, the ultimate goal being a collective bargaining agreement. The methods can be classified as being either top-down organizing or bottom-up organizing. The salesmanship may include offering access to resources such as to a well-trained and skilled supply of labor or access to union cartels. Pressure tactics may include picketing with the intention of embarrassing management or disrupting business, as well as assisting the government in investigating employment law and labor law violations. Top-down organizing is generally considered easier than bottom-up and is practiced more in the construction industry. The process entails either a secret ballot election or, in some cases, a card-signing effort called card check. In either case, should a majority of the employees agree to union representation, the results bind the company to recognize and negotiate with the union. It is in this electioneering model where the organiser really organizes: It is from the pool of activists recruited to the organizing committee that the union typically later draws its shop stewards. Though some mistake organizing as strictly being a recruitment effort, numerous obstacles emerge which require more than simple enlistment and promotion of the union. During organizing, management has greater means to reward or punish workers, far overshadowing methods available to the union. Nonetheless, such charges are hard to prove and the labor movement believes the entire process to be slanted against them in enforcement and interpretation of labor laws. In such cases, issues are often settled by appeal to the Labor Board who serves, essentially, as a referee during the process. Intrigue during heated campaigns is not uncommon. In various cases, one or both sides have used spying and information-gathering techniques tantamount to industrial espionage. Personality[edit] Organizers must be determined, charismatic, and persuasive individuals able to sway groups to action under trying circumstances when jobs are on the line. Since failure rates of organizing campaigns are high, "burn-out" among organizers is prevalent. Organizers frequently work under the constraints of limited resources see sections on organizing as cause and controversies. In most industrialized nations, there has been a steady decline in union membership and in the influence of organized labor since the s. A response to this decline has been a renewed organizing effort. The heads of unions are well aware of the problem. Many unions see organizing as a way to ensure the future of their organization. Unions who emphasize organizing and are expansionist are said to have the "organizing model. Controversies[edit] Within the labor movement, there is some resistance to organizing, though more in deed than in word. Organizing can be seen as a drain on scarce resources with insignificant returns and with results tenuous. In transient industries such as construction, an increase in the supply of labor from newly organized shops may cause the supply of jobs to dwindle below what an increased membership can absorb. Union jurisdiction is based on geographic scope, craft, industry, historical claim, and compromise. Unions have overlapping jurisdictions. Critics within the labor movement have blamed the movement itself for the fractious effects of union-on-union competition and perceived issues of raiding. Expansionism and the scramble for members in organizing programs bring to light these border issues. Opponents of organizing, mainly in management and business, argue that unionization divides employees against their employer and results in increased costs. Such accusations are not entirely without foundation: Indeed, a successful organizing campaign usually demonstrably benefits the labor at the expense of management. Critics will often circulate horror stories about plant closures and retaliatory firings to discourage union activity and uptake among the workers. Real or imagined, such horror stories are taken as warnings and have a chilling effect on voting. Though illegal, [13] retaliatory terminations remain a problem for organisers to overcome. Management may feel that the organizing campaign encourages and capitalizes upon worker disobedience and perceived disloyalty. Organizing in popular culture[edit] The most famous movie about organizing is the factually-based film *Norma Rae*, the story of a Jewish organiser from New York City who came to the American South to organize a textile mill. He recruits Norma Rae, played by Sally Field. Norma becomes a

key union activist who defies management at great personal risk. The production of *Matewan* is another factually-based story of an organizer who visits a small mining town in West Virginia and who is able to unite rival ethnic groups against a common enemy: Both of these stories feature outsiders entering rural company towns and stirring workers up against exploitative management. This is a common theme in organizing. The workers are cast as simple commoners being oppressed by powerful managers cast in the role of villains. The organizer is portrayed as a liberator. There is some truth in these stories since companies did, in fact, historically hire armed thugs to break up organizing drives through unethical and oppressive means. Most unions have reinvented themselves as streamlined, professional machines. The story is also a love story between an idealistic young organizer and a female Hispanic immigrant among those he is organizing. Both of these stories incorporate pro-union messages with ethnic determination. In the case of the Pullman Porters, Randolph is remembered as a civil rights hero. The status of the characters as minorities paints a picture of them as being outside of, or on the margins of, the American Dream, thus further casting workers and activists as underdogs. The underdog theme is an inspirational archetype in myth. These latter two movies use organizing as a plot device, though they involve black market businesses and are far-fetched for this reason. Also, both of the movies take place in the Detroit, Michigan area, a city which has produced some great organizers. Jimmy Hoffa went on to become one of the most powerful labor leaders in U.S. The movie *F. X. 72 Hours* features Sylvester Stallone plays Hoffa as a man with good intentions, dogged on both sides, by both sides of the law. Both Hoffa stories feature Hoffa as a tough "man of the people" and chronicle how his organizing swelled the ranks of the Teamsters. Hoffa was notorious for taking an "ends justifies the means" approach to organizing. Hoffa, is the current General President of the Teamsters. In an episode of the popular American sit-com *The Office*, the characters hold an organizing meeting which ends with a manager threatening to fire everyone involved. The song "Solidarity Forever" by Ralph Chaplin has become the anthem of large parts of the labor movement such as those in North America.

4: The Five Basic Steps to Organizing a Union | UE

Step 1: Initial Process. Interested in joining a Union? Call us toll free: Meeting with a Union Representative, learning about your rights and how to go about forming your Union in your workplace is the first step.

5: How to Form a Union: 11 Steps (with Pictures) - wikiHow

The organizing campaign does not let up after an election victory. The real goal of the campaign, a union contract (the document the union and the employer negotiate and sign, covering everything from wages to how disputes will be handled), is still to be achieved.

6: Guide to Organizing a Union Â« UFCW

Note: Citations are based on reference standards. However, formatting rules can vary widely between applications and fields of interest or study. The specific requirements or preferences of your reviewing publisher, classroom teacher, institution or organization should be applied.

7: Union organizer - Wikipedia

Organizing the unorganized has always been the number one goal of the labor movement. This booklet goes through all you need to know to run a successful organizing campaign, from first contact to first contract.

8: Legal Research - Labor Unions and the Internet - LibGuides at Cornell University

the NFIIB Guide to Labor Relations: Your Rights During a Union Organizing Campaign, where you'll discover information

on what to do when facing unionization, including when and where unions.

9: Employer's Guide to Union Organizing Campaigns, Edition | Wolters Kluwer Legal & Regulatory

A union organizing campaign may look like a brief process of exchanging a few simple letters and handbills and holding an election that quickly settles the issue.

Adventures of Peter Cottontail Basil and Gregory School failure disorders of learning. Place of Meeting Charles Beaumont; Duty Ed Gorman; A Week in the Unlife David J. Schow. Topsy turvy tiger Modern Spanish economy Ricoh aficio 3025 service manual Conceptual physics hewitt 12th edition Community development corporations and welfare reform The Final Move Beyond Iraq Projects for Internet Explorer 4 Internet of things basics Books on the Holy Spirit Welfare policy reforms in Japan and Korea : cultural and institutional factors Ito Peng We are standing inside of a picture A Martians Dream of Christmas Census of the British empire. 1901. Death in Snake Creek. History of public health Mothers day plant label The Dictionary of Trade Products, Manufacturing, and Technical Terms: With a . The Homeowners Guide to Hiring Contractors Dylan dog gratis Thai-Malay Relations Three articles from Nouveau Mercure, 1717-1719. Part 2. The reality: so little progress The Cardinals Fans Little Book of Wisdom, Second Edition The Complete Book of Italian Cooking (Complete Cookbooks) What do you believe? the great question at the core of your life I. M. Pei: A Life in Architecture (Rigby on Our Way to English: Level R) Integrity : the evidence within Neal A. Maxwell USE IT to create patient relation management for multiple sclerosis patients Margreet B. Michel-Verkerke, Influence of short-term solar UV variability on the determination of solar cycle minimum Sailors hornpipe sheet music Dave Barrys money secrets The secret life of girls High school basketball case book From Envy Kathryn Harrison Indian Ocean adventure. Black Books Galore! guide to great African American childrens books about girls Popular Woodworkings Arts Crafts Furniture Projects