

ATTENTION EMPLOYEES

WHO IS A UNIONBUSTER AND WHAT IS HIS PURPOSE?

You've probably noticed that, in spite of his explanation that he is looking out for your interests, The Unionbusters' real alliance is with management, because that's who is paying him. The common term for his occupation is unionbuster.

The American Rights at Work website description of a unionbuster fits him quite well.

"Unionbusters' sophisticated advice, training and materials help an employer create a sense of dissension and division among employees during an organizing campaign and spread misinformation about the union before workers vote in a union representation election."

You've seen how he works already, but here is a review of his tactics:

Seven Sophisticated Unionbuster Techniques

- **Supervisors as Frontline Soldiers:** Supervisors, who themselves have no legally protected right to be represented by a union, are manipulated into delivering anti-union letters, speeches, and informal chats prepared by unionbusters, essentially doing the dirty work of the unionbusters and management.
- **One-on-One Meetings:** During organizing drives, 78 percent of workers are forced to attend closed-door or isolated meetings with supervisors. These aren't friendly impromptu chats, but well-planned meetings to decipher employees' feelings about the union and persuade them against the union.
- **Captive Audience Meetings:** So-called 'captive audience' meetings are held for employees during work hours to disseminate propaganda against union representation and to attempt to discredit the union. Employees are almost always required to attend, but union organizers may be intentionally disinvented. Often, the meetings are rigged so that workers who are already against the union are assigned to ask questions to sow misinformation.
- **Delay:** Unionbusters often attempt to delay union representation elections by legal maneuvers so they have more time to implement other tactics needed to increase tension, dissension and the employer's chance of winning the election.
- **Divide & Conquer:** The unionbuster creates opportunities and crafts persuasive messages to make employees feel that there is a tense division among staff concerning the union election. They may go so far as to pit one group of employees against each other, based on race or ethnicity.

- Letters, letters, letters: A unionbuster's specialty is hammering out materials—be it cartoons, leaflets or management correspondence—to make the case against the union. 92 percent of companies involved in organizing drives mail anti-union materials to employees' homes.
- Love offerings: In order to convince employees that they don't need a union, unionbusters may advise clients to provide indirect bribes, like unexpected increases in wages or benefits or 'feel good' measures like free food and lottery tickets.

NOW THAT YOU KNOW WHAT THE UNIONBUSTERS' JOB IS ASK HIM HOW MUCH HE GETS PAID TO CONVINCING YOU TO VOTE AGAINST YOUR BEST INTERESTS.