



It's not always legal...

We respect the right of our employer to share their opinions of a unionized workforce, but not with misleading information!

In general, employers do not want Unions

There may be bullying, pressure – it may not be legal, but it still happens. You have the right to:

- Self Organize – or not self organize!
- Act with coworkers to address work related issues
- An employer may not interfere, coerce or restrain employees in this right
- If you are allowed to talk about non-work topics at work, an employer can not discriminatorily prohibit certain topics (Union) – its all or none!
- This is not legal advice, but our interpretation of the NLRA, RLA, and past case law

Anti-Union Literature

You may have seen some anti-union literature at your work location. Lets address some of those insinuations and statements...

1. We absolutely want you to read and understand what you are signing. If you have questions, please ask them before signing!
2. We don't have sign in sheets at any of our meetings.
3. No one is going to show up at your house uninvited. Thats just silly.
4. We will not call, text, or email you if you do not want to hear from us. We have been respectful of that for more than a year and we do not plan on changing our practices.
5. The organizing committee and the TWU have never promised any specific outcome, but if you can find an example where a workplace joined a Union and the result was lower wages, let us know! It was most likely retaliation by the employer and not an agreed upon change. Also, if by "getting less" they mean even less than the 10-12% reduction in hourly rate they already implemented, that just strikes us as a bizarre statement to make
6. A Union is not going to force anyone to do anything. We will negotiate with our employer on behalf of the employee membership.
7. If there is a policy about something, why are they making an exception? If it is important enough to be policy in the aviation and medical industry then it should be followed. People's lives are at stake!
8. Collective Bargaining Agreements are not "one-size-fits-all" if you take a look at the CBAs that cover some of our ground peers. There are different terms and conditions for different areas, positions, situations, etc.
9. The Union doesn't limit your ability to advocate for yourself. In fact, the Union can (if invited to) be your partner in advocacy so you aren't going it alone.
10. We will not share your information outside of the organizing committee and the NMB as a part of the organizing process. Your personal information is, and will remain, confidential.

We too encourage you to be educated decision makers.

We respect you, appreciate you, and look forward to every day we work together!

Some other examples

The company might engage in subtle or overt efforts to squash the organizers and this campaign

"If you have a Union Managers can't talk to you"

False – There can be free and open conversation; but if discipline may be involved the employees now have rights to representation, a grievance process and potentially more. Plus, with a Union, YOU will select your local representatives – not outsiders!

"We will give you a raise if you don't unionize"

Awesome! But why did it take us asserting our rights to get paid what we deserve? Plus, without a written contract...they can take it back or fail to go through with it.

"Having a Union will force you to be involved in violence"

LOL. No. Pretty simple

"The Union will control wages, promotions, seniority and duties"

Well, the company controls that within the parameters established by a CBA. And the membership of the local votes on the CBA.