

# **THE DIRTY DOZEN**

12 DIRTY COMPANY TRICKS  
YOU SHOULD KNOW





# CRACK!

WHEN EMPLOYEES CHOOSE TO JOIN A UNION, COMPANIES USE TRICKS TO DISCOURAGE WORKERS FROM JOINING TOGETHER FOR A VOICE AT WORK. THESE TRICKS INTERFERE WITH THE WORKERS' EFFORTS AND ALLOW THE COMPANY TO MAINTAIN ULTIMATE CONTROL OVER WAGES, BENEFITS, & WORKING CONDITIONS.



# POOF!

IT IS IMPORTANT TO KNOW HOW  
TO RECOGNIZE ANTI-UNION TRICKS.  
OTHERWISE, YOU AND YOUR COWORKERS  
MAY BE MISLED BY THE COMPANY'S LIES  
AND FALSE PROMISES.

THIS BOOKLET CAN HELP YOU ANTICIPATE  
HOW THE COMPANY WILL RESPOND TO  
YOUR DEMAND FOR DEMOCRACY IN THE  
WORKPLACE...



"YOU CAN'T VOTE TO UNIONIZE - YOU'RE  
ASSOCIATES NOT EMPLOYEES!"

# DIRTY TRICK #1...

## MANAGEMENT ASKS FOR ANOTHER CHANCE

MANAGEMENT MAY ASK FOR ANOTHER CHANCE TO SOLVE YOUR PROBLEMS BEFORE YOU VOTE FOR UNION REPRESENTATION.

YOU MAY HEAR HOW THEY WERE UNAWARE YOU AND YOUR FELLOW WORKERS WERE UNSATISFIED. THEY MAY TERMINATE A SUPERVISOR OR MANAGER TO SHOW THEIR CONCERN, OR THEY MAY MERELY BEGIN TO TREAT YOU BETTER AND SHOW MORE INTEREST IN YOU AND YOUR COWORKERS.

THEY MAY EVEN TREAT YOU TO A PIZZA PARTY OR COMPANY SPONSORED EVENT.

**AARGH!**



# THE IBEW TRUTH.

DON'T BE FOOLED. THESE ARE EMPTY PROMISES, MADE BY THE COMPANY IN A DESPERATE ATTEMPT TO GET YOU TO VOTE "NO!" TO UNIONIZATION.

WITHOUT A CONTRACT OUTLINING THE WAGES, BENEFITS AND WORKING CONDITIONS PROMISED, THE COMPANY CAN MAKE CHANGES AT WILL, EITHER NOT IMPLEMENTING THEIR PROMISES OR LATER TAKING AWAY THE PROMISED ITEMS AT THEIR DISCRETION. IF YOU ARE STILL NOT CONVINCED, ASK THE COMPANY TO PUT THEIR PROMISES IN WRITING IN THE FORM OF A CONTRACT.



# DIRTY TRICK #2

MANAGEMENT WARNS YOU AGAINST  
SIGNING A MEMBERSHIP CARD  
THE COMPANY WILL ATTEMPT TO PORTRAY THE  
MEMBERSHIP CARD AS A LEGAL DOCUMENT THAT  
MAKES YOU A MEMBER OF THE UNION AND REQUIRES  
YOU TO IMMEDIATELY BEGIN PAYING DUES, WITHOUT  
THE RIGHT TO VOTE ON A CONTRACT. MANAGEMENT  
MAY TELL YOU THAT THEY WILL KNOW WHO HAS  
SIGNED A MEMBERSHIP CARD.





## **THE IBEW TRUTH**

THE MEMBERSHIP CARD INDICATES YOUR DESIRE TO BE REPRESENTED BY THE IBEW AND IS USED AS PROOF TO THE ONTARIO LABOUR RELATIONS BOARD THAT THE EMPLOYEES ARE INTERESTED IN FORMING A UNION. YOU WILL ONLY PAY DUES ONCE MEMBERSHIP IS OBTAINED. FOR CERTIFICATION TO BE ACHIEVED (AKA TO UNIONIZE), THE ONTARIO LABOUR RELATIONS BOARD REQUIRES PROOF THAT ENOUGH EMPLOYEES ARE INTERESTED IN UNIONIZING, WITH PROOF DEMONSTRATED BY SIGNED MEMBERSHIP CARDS. FOR AN AUTOMATIC CERTIFICATION, 55% OF EMPLOYEES MUST SIGN A MEMBERSHIP CARD. YOUR EMPLOYER DOES NOT HAVE THE RIGHT TO VIEW, NOR WILL S/HE BE SHOWN THE CARDS AT ANY TIME. THESE MEMBERSHIP CARDS ARE CONFIDENTIAL, AND ONLY THE ONTARIO LABOUR RELATIONS BOARD OFFICER WILL EVER SEE THEM.



# **DIRTY TRICK #3**

MANAGEMENT  
THREATENS  
TO CLOSE  
THE COMPANY

SUPERVISORS, MANAGERS AND OTHER COMPANY OFFICIALS MAY TELL YOU THE COMPANY WILL CLOSE IF THE COMPANY BECOMES CERTIFIED TO THE UNION. THEY MAY EVEN TELL YOU THAT THE UNION IS BAD FOR BUSINESS AND YOUR JOB IS IN JEOPARDY IF YOU VOTE IN FAVOUR OF THE UNION.

# **BAD**



"THAT SOMETIMES HAPPENS WHEN THE BOSS TREATS HIS CUSTOMERS LIKE HIS EMPLOYEES."



# ***THE IBEW TRUTH***

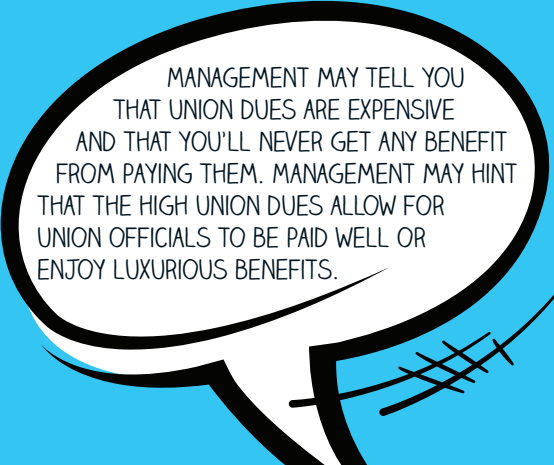
THIS IS NORMALLY A BLUFF TO SCARE YOU. IT IS DOUBTFUL THAT THE COMPANY WILL CLOSE, BECAUSE ONCE A COMPANY BECOMES UNIONIZED, IT IS AGAINST THE LAW FOR THE OWNER TO OPEN ANOTHER NON-UNIONIZED ELECTRICAL COMPANY. UNIONIZED COMPANIES ARE STILL PROFITABLE. THE UNION WANTS THESE COMPANIES TO BE PROFITABLE AND SHARE THESE GAINS WITH THE WORKERS IN THE FORM OF DECENT WAGES/BENEFITS. IF MANAGEMENT TELLS YOU THE COMPANY'S FINANCIAL SITUATION IS POOR, MANAGEMENT SHOULD PROVE IT BY SHOWING YOU THE FINANCIAL RECORDS.

# **DIRTY TRICK #4**



MANAGEMENT CLAIMS UNION DUES ARE  
HIGH AND MAINLY BENEFIT UNION OFFICIALS

MANAGEMENT MAY TELL YOU  
THAT UNION DUES ARE EXPENSIVE  
AND THAT YOU'LL NEVER GET ANY BENEFIT  
FROM PAYING THEM. MANAGEMENT MAY HINT  
THAT THE HIGH UNION DUES ALLOW FOR  
UNION OFFICIALS TO BE PAID WELL OR  
ENJOY LUXURIOUS BENEFITS.





# THE IBEW TRUTH

CURRENTLY UNION DUES ARE \$52.70/MONTH, BUT THEIR COST IS EASILY OFFSET BY THE VALUE OF THE BENEFITS SECURED BY BEING A UNION MEMBER (E.G. RETIREMENT PENSION, HEALTH/DENTAL BENEFITS, AND FOR MANY, AN INCREASE IN HOURLY PAY). STATISTICS CANADA REPORTS THAT ON AVERAGE OF ALL WORKING CANADIANS, UNIONIZED WORKERS MAKE ON AVERAGE 23% MORE THAN NON-UNION WORKERS, 23% IS A LOT TO PAY TO NOT BELONG TO A UNION. A PORTION OF THE UNION DUES GOES TO ADMINISTRATION COSTS IN THE IBEW OTTAWA OFFICE, AND ANOTHER PORTION GOES TO THE INTERNATIONAL OFFICE FROM WHICH YOU WILL ALSO RECEIVE A PENSION AND DEATH BENEFIT.





# DIRTY TRICK

## #5

MANAGEMENT SAYS THEY WILL NEVER SIGN A CONTRACT



THE COMPANY MAY TELL YOU THAT THEY WILL NEVER SIGN A CONTRACT EVEN IF YOU CHOOSE TO BE REPRESENTED BY THE IBEW. INSTEAD THEY MAY SAY SOMETHING LIKE "REMEMBER, WE DON'T HAVE TO AGREE TO WHAT YOU WANT IN THE CONTRACT". IT IS ILLEGAL FOR THE COMPANY TO EXPLICITLY SAY THEY WILL NEVER SIGN A CONTRACT.





# **THE IBEW TRUTH**

THE LAW REQUIRES THAT THE COMPANY NEGOTIATE WITH THE UNION IN GOOD FAITH. THIS MEANS THAT THE COMPANY AND THE UNION MUST MAKE AN HONEST EFFORT TO REACH AN AGREEMENT. DON'T LET THE COMPANY'S LOUD VOICE SCARE YOU; THE COMPANY IS TRYING TO DETER YOU FOR ITS OWN SELF-INTEREST. ONCE A COMPANY IS CERTIFIED, IT IS BOUND BY LAW TO FOLLOW THE PROVINCIAL AGREEMENT.



**POOF!**

# DIRTY TRICK #6

MANAGEMENT PORTRAYS THE UNION  
AS A MIDDLEMAN/THIRD PARTY

THE COMPANY WILL TRY TO PORTRAY THE  
UNION AS A THIRD PARTY COMING TO THE  
WORKPLACE TO TAKE YOUR MONEY. THEY MAY  
TELL YOU THAT YOU WILL NOT BE ABLE TO SPEAK  
WITH YOUR SUPERVISORS OR MANAGERS AND  
THAT YOU WILL HAVE NO CONTROL OVER WHAT  
IS DECIDED IN YOUR WORKPLACE.



"Management and labor working in tandem."

# THE IBEW TRUTH

THE UNION IS A DEMOCRACY MADE UP  
OF MEMBERS INCLUDING YOURSELF.  
AS A UNION MEMBER:

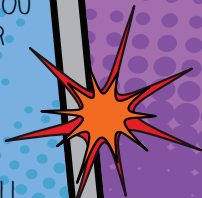
- YOU MAY SPEAK TO YOUR SUPERVISOR AT ANY TIME
- YOU VOTE TO ELECT WHO REPRESENTS YOUR INTERESTS AND NEGOTIATES YOUR AGREEMENT
- YOU WILL FINALLY BE TREATED WITH THE DIGNITY AND RESPECT YOU DESERVE IN THE WORKPLACE ALL WITH THE SUPPORT OF 700,000 PLUS IBEW MEMBERS ACROSS NORTH AMERICA!



# DIRTY TRICK #7

MANAGEMENT TALKS  
ABOUT NEGOTIATION  
FROM A "BLANK SLATE"

THE COMPANY MAY TELL YOU  
THAT YOU WILL LOSE YOUR  
CURRENT WAGES AND  
BENEFITS WHEN YOU  
NEGOTIATE YOUR UNION  
CONTRACT. IT IS UNTRUE  
FOR THE EMPLOYER TO TELL  
YOU THAT YOU WILL START  
WITH A BLANK SLATE.



CHAPMAN

"We know that communication is a  
problem, but the company is not going  
to discuss it with the employees."



# **THE IBEW TRUTH**



YOU WILL BENEFIT  
FROM A CONTRACT  
THIS BROTHERHOOD  
HAS BEEN REFINING  
AND IMPROVING FOR  
OVER ONE HUNDRED  
YEARS. THIS WILL  
MEAN AN INCREASE  
IN HOURLY WAGE  
AND BENEFITS.



# ***DIRTY TRICK #8***

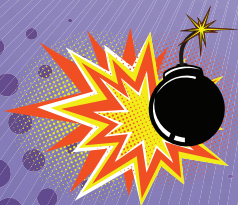
MANAGEMENT PROMISES:

- PROMOTIONS! • WAGE INCREASES!
- OPEN DOOR POLICY! • SICK LEAVE!
- VACATIONS! • PIZZA PARTIES!

WHEN MANAGEMENT LEARNS THAT WORKERS ARE JOINING TOGETHER, THEY OFTEN MAKE PROMISES TO SOME OR ALL OF THE WORKERS IN AN EFFORT TO DIVIDE SUPPORT. THEY MAY EVEN CLAIM THEY WERE "JUST ABOUT" TO HAND OUT RAISES.



WITHOUT A CONTRACT, THE PROMISES  
MADE TODAY CAN BE BROKEN  
TOMORROW. THE COMPANY CAN CHANGE  
OR TAKE AWAY ANY OF YOUR WORKING  
CONDITIONS, AT ANY TIME, EVEN IF THEY  
HAVE PROMISED NOT TO. THE ONLY WAY  
TO GUARANTEE YOUR WAGES, BENEFITS  
AND WORKING CONDITIONS IS THROUGH  
A CONTRACT.



# DIRTY TRICK #9





# MANAGEMENT LIES TO YOU ABOUT THE UNION

A REPRESENTATIVE FOR THE COMPANY WILL TELL YOU THAT THE UNION WILL PROMISE TO GET YOU WHATEVER YOU WANT BUT BE UNABLE TO DELIVER. THEY WILL CLAIM THAT THE UNION CANNOT GUARANTEE YOU ANY BETTER BENEFITS, WAGES OR WORKING CONDITIONS. THE COMPANY WILL TELL YOU THAT THE "PROMISED" PENSION AND BENEFITS COME OUT OF THE HOURLY UNION WAGE.





"We're not asking you to sell your soul...  
we'd just like to rent it for a while."

# DIRTY TRICK #10

## MANAGEMENT TALKS ABOUT A STRIKE

A REPRESENTATIVE FOR THE COMPANY MAY TELL YOU THAT THE IBEW WILL FORCE YOU TO STRIKE EVEN IF YOU DON'T WANT TO. THEY MAY TELL YOU THAT WHILE YOU ARE OUT DURING A STRIKE, YOU WILL BE PERMANENTLY REPLACED.

THEY MAY ASK YOU HOW YOU WILL SUPPORT YOURSELF AND YOUR FAMILY IF YOU ARE FORCED TO JOIN A STRIKE.



# THE IBEW TRUTH

**BANG!**

THE DECISION TO STRIKE IS  
MADE DEMOCRATICALLY BY  
YOU AND YOUR COWORKERS.

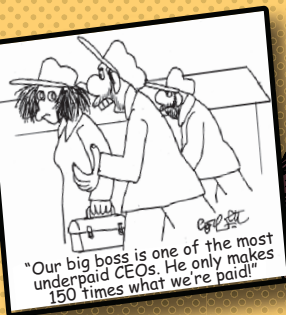
IF THE MAJORITY OF  
WORKERS DON'T WANT TO  
STRIKE, THERE WILL NOT BE  
A STRIKE. IN FACT, 99% OF  
IBEW CONTRACTS ARE RESOLVED WITHOUT A  
STRIKE. THE IBEW HAS NOT BEEN ON  
STRIKE IN OVER 25 YEARS DUE TO OUR  
JOINT PROPOSAL PROCESS.


# DIRTY TRICK

## #11

### MANAGEMENT WARNS AGAINST DUES, FINES, FEES, AND ASSESSMENTS

THE COMPANY MAY TELL YOU THAT THE IBEW WANTS YOUR MONEY. THEY MAY LIE ABOUT THE AMOUNT OF DUES YOU WILL PAY AS A MEMBER OF THE IBEW. THEY MAY ALSO CLAIM THAT THERE ARE HUGE INITIATION FEES, FINES FOR NOT ATTENDING UNION MEETINGS AND ASSESSMENTS THAT ARE ALL REFLECTED IN THE IBEW CONSTITUTION.





# ***THE IBEW TRUTH***

YES, YOU WILL PAY DUES, AND THEY ARE CLEARLY DEFINED IN THE COLLECTIVE AGREEMENT (CONTRACT) AND THE IBEW CONSTITUTION . IF YOU ARE JOINING THE IBEW, THEY CAN TELL YOU EXACTLY WHAT YOUR INITIATION FEE (IF ANY) AND DUES WILL BE. NOBODY IS FINED FOR NOT ATTENDING MEETINGS.





# THE IBEW TRUTH

THE OBJECTIVE OF THE "UNION-FREE COMMITTEE" IS TO DIVIDE THE EMPLOYEES SO THAT THE COMPANY CAN MAINTAIN COMPLETE POWER OVER YOUR WAGES, BENEFITS AND WORKING CONDITIONS.

DON'T ALLOW THE COMPANY TO DETERMINE YOUR FUTURE. STAND STRONG WITH YOUR FELLOW WORKERS. MAKE SURE YOU KNOW THE TRUTH ABOUT THE IBEW - DON'T HESITATE TO DIRECT ANY INQUIRIES TO ONE OF OUR UNION REPRESENTATIVES:

**780-462-5076**



**KNOW YOUR RIGHTS.  
SECURE YOUR FUTURE.**



**KNOW YOUR RIGHTS.  
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