

Seven Reasons For Opposing The Union*



- 1. THE UNION COSTS MONEY.** If the union is voted in and gets a contract, each of the company's employees could be forced to pay hundreds of dollars per year out of their paychecks.
- 2. UNIONS ARE IN DECLINE.** Unions are losing members. Fewer than 10% of all American workers belong to a union. Nine out of 10 workers have either quit the unions, been laid off or never joined in the first place.
- 3. AT THE BARGAINING TABLE, EVERYTHING WOULD BE UP FOR GRABS.** If the union gets in, the company would be required to bargain in good faith. But the law says that management cannot be forced to agree to any union demand. Wages are normally frozen during bargaining. The company also would have the right to make counter-demands. Employees could wind up with the same things they have now, or even less.
- 4. THE UNION MAY CALL A STRIKE.** Strikes do not always happen, but they happen a lot when unions and management disagree. If there is a strike, the company would be allowed to consider hiring replacements, if necessary, in accordance with applicable law. Everyone would lose during a strike.
- 5. THE UNION WILL MAKE IT HARDER FOR THE COMPANY TO COMPETE FOR WORK.** Employee jobs come from the company's ability to perform its contracts at a reasonable price. The union will do nothing to help the company compete for new work and could make it harder.
- 6. UNION WORK RULES WILL WORK AGAINST EMPLOYEES.** Some of the company's workers do not qualify to work as journeymen under the restrictive union work rules. If not, the union contract says that only a few apprentices are permitted on each job. With no union, employees' jobs are more secure.
- 7. DOES THE UNION WANT TO HELP EMPLOYEES OR DOES THE UNION MERELY WANT TO HURT THE COMPANY?** Union organizers have told workers that bringing the union in will help the company and increase job security. Nothing could be further from the truth. Unions have publicly attacked merit shop companies, making it harder for the company to get more jobs for its employees.

DON'T SIGN A CARD! NO UNION MEANS NO DUES, NO STRIKES AND NO FALSE PROMISES!



For more information, go to www.abc.org/cardcheck

* Not legal advice or opinion. Employers should obtain such advice based upon individual facts before communicating with employees on issues relating to unions.