

# **THE DIRTY DOZEN**

12 DIRTY COMPANY TRICKS  
YOU SHOULD KNOW





**CRACK!**

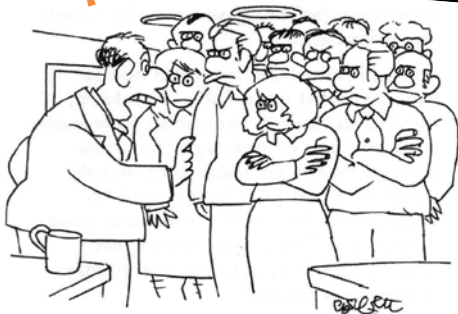
WHEN EMPLOYEES CHOOSE TO JOIN A UNION, COMPANIES USE TRICKS TO DISCOURAGE WORKERS FROM JOINING TOGETHER FOR A VOICE AT WORK. THESE TRICKS INTERFERE WITH THE WORKERS' EFFORTS AND ALLOW THE COMPANY TO MAINTAIN ULTIMATE CONTROL OVER WAGES, BENEFITS, & WORKING CONDITIONS.



**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  
A SECOND CHANCE.

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

YOU WILL HEAR HOW THEY DID NOT KNOW 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 TO SHOW MORE INTEREST

IN YOU & YOUR COWORKERS. THEY  
MAY EVEN TREAT YOU TO

A PIZZA PARTY  
OR COMPANY

SPONSORED PICNIC.

**AARGH!**

# **THE IBEW TRUTH...**

**DO NOT BE FOOLED.**

THESE EMPTY PROMISES ARE NO MORE THAN A PLOY BY THE COMPANY TO GET YOU TO VOTE "NO!"

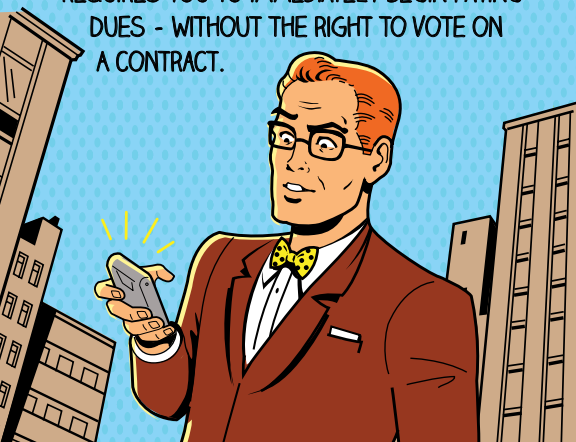
WITHOUT A CONTRACT OUTLINING YOUR WAGES, BENEFITS AND WORKING CONDITIONS, THE COMPANY CAN MAKE CHANGES AT WILL. IF YOU ARE STILL NOT CONVINCED, ASK THE COMPANY TO PUT THEIR PROMISES IN WRITING IN THE FORM OF A CONTRACT.



# DIRTY TRICK #2

DON'T SIGN THE AUTHORIZATION CARD

THE COMPANY WILL ATTEMPT TO PORTRAY THE AUTHORIZATION 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.





# THE IBEW TRUTH

IN ORDER TO UNIONIZE, THE LABOUR BOARD REQUIRES PROOF THAT 55% OF THE EMPLOYEES SHOW INTEREST IN UNIONIZING BY SIGNING AN AUTHORIZATION CARD FOR AN AUTOMATIC CERTIFICATION. IF LESS THAN 55% BUT MORE THAN 40%, THE LABOUR BOARD WILL REQUIRE THE EMPLOYEES TO HAVE A SECRET-BALLOT ELECTION. THE AUTHORIZATION CARD INDICATES YOUR DESIRE TO BE REPRESENTED BY THE IBEW AND IS WHAT IS USED TO PROVE TO THE LABOUR BOARD THAT THE EMPLOYEES ARE INTERESTED IN FORMING A UNION FOR THEIR MUTUAL AID AND PROTECTION. THE COMPANY DOES NOT WANT YOU TO SIGN AN AUTHORIZATION CARD SO AN ELECTION CAN NEVER BE HELD OR AUTOMATIC CERTIFICATION WILL NEVER HAPPEN. THESE AUTHORIZATION CARDS ARE CONFIDENTIAL AND ONLY THE LABOUR BOARD WILL EVER SEE THEM. YOUR EMPLOYER DOES NOT HAVE THE RIGHT TO VIEW THE CARDS WHAT-SO-EVER.



# DIRTY TRICK #3

MANAGEMENT TALKS ABOUT CLOSING THE COMPANY

SUPERVISORS, MANAGERS, AND OTHER COMPANY OFFICIALS MAY TELL YOU THAT THE COMPANY WILL CLOSE BECAUSE OF 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'S EXACTLY WHAT'S HAPPENING WHEN THE BOSS TREATS HIS CUSTOMERS LIKE HIS EMPLOYEES."





# **THE IBEW TRUTH**

IT IS ILLEGAL FOR THE COMPANY TO CLOSE DOWN OR THREATEN TO CLOSE DOWN BECAUSE EMPLOYEES CHOOSE TO JOIN TOGETHER FOR A VOICE AT WORK.

COMPANIES GO OUT OF BUSINESS FOR A NUMBER OF REASONS, INCLUDING ECONOMIC RECESSIONS, CHANGES IN DEMAND, AND POOR MANAGEMENT.

THE UNION WANTS THE COMPANY TO BE PROFITABLE AND SHARE THESE GAINS WITH THE WORKERS.

IF YOUR COMPANY'S FINANCIAL SITUATION IS BAD, MANAGEMENT SHOULD PROVE IT BY SHOWING YOU THE FINANCIAL RECORDS.

# DIRTY TRICK #4

MANAGEMENT TALKS  
ABOUT UNION BOSSES.

THE COMPANY MAY  
TELL YOU THAT THE IBEW WILL  
USE YOUR DUES MONEY TO PAY  
THE IBEW BOSSES' HIGH SALARIES.

THEY MAY TELL YOU THAT YOU WILL  
NEVER GET ANY BENEFIT FROM  
PAYING UNION DUES.



# THE IBEW TRUTH

BY A MAJORITY VOTE, IBEW MEMBERS DECIDE HOW MUCH THEY WILL PAY IN UNION DUES AND HOW THEIR MONEY WILL BE SPENT.

MEMBERS VOTE MONTHLY ON THE BILLS OF THE LOCAL UNION AND PRE-APPROVE EXPENSES.





# DIRTY TRICK

## #5

MANAGEMENT SAYS THEY WILL NEVER SIGN A CONTRACT.



THE COMPANY MAY TELL YOU THAT IT WILL NEVER SIGN A CONTRACT, EVEN IF YOU CHOOSE TO BE REPRESENTED BY THE IBEW.

IT IS ILLEGAL FOR THE COMPANY TO SAY THIS TO YOU DIRECTLY, SO INSTEAD THEY MAY SAY SOMETHING LIKE, "REMEMBER, WE DON'T HAVE TO AGREE TO WHAT YOU WANT IN THE CONTRACT."

# THE IBEW TRUTH

THE LAW REQUIRES THAT THE COMPANY NEGOTIATE WITH THE UNION IN "GOOD FAITH".

THIS MEANS THAT THE COMPANY MUST MAKE AN HONEST EFFORT TO REACH AN AGREEMENT. FAILURE TO DO SO IS A VIOLATION OF THE LAW.


THE IBEW HAS TRAINED NEGOTIATORS THAT WILL BE THERE TO ASSIST YOU IN REACHING AN AGREEMENT AND WILL EVEN TRAIN YOUR BARGAINING TEAM SHOULD YOU WISH THEM TO.

DON'T LET THE COMPANY'S LOUD VOICE SCARE YOU. ITS MAIN INTEREST IS TO KEEP THE JOB RUNNING SMOOTHLY, THE PROFITS HIGH, AND ULTIMATE CONTROL OF YOUR WAGES, BENEFITS AND WORKING CONDITIONS.


IN CONSTRUCTION WE HAVE A PROVINCIAL CONTRACT THAT YOUR EMPLOYER IS BOUND BY LAW TO FOLLOW.

**POOF!**

# IS YOUR COMPANY PLAYING GAMES WITH YOU?

<b>B</b>	<b>I</b>	<b>M</b>
MANDATORY COMPANY MEETINGS	FIRE AN UNPOPULAR MANAGER	ANTI-UNION LITERATURE
UNION DUES	CLOSINGS	UNION OFFICERS SALARIES
SUPERVISOR BECOMES MR. FRIENDLY	THREATEN EMPLOYEES	
UNION PROMISES	UNION CAN GET IN WITHOUT A VOTE	GIVE ME MORE CASH
HARD TO GET RID OF UNION	HIGHER WAGES, FEWER JOBS	COMING SPYING WORKERS

# DO YOU? PLAY DIRTY DOZEN BINGO TO FIND OUT!

V	G	O
UNION ATURE	UNION IS A THIRD PARTY	AUTHORIZATION CARD IS A LEGAL DOCUMENT
ON CERS' RIES	STRIKES	NEGOTIATIONS START AT BLANK SLATE
	IF YOU JOIN, YOU WILL LOSE YOUR RIGHTS	YOU WILL NEVER GET A CONTRACT
ME ONE CHANCE	YOU MAY LOSE PAY OR BENEFITS	UNION PROTECTS LAZY WORKERS
PANY G ON KERS	THREATEN A LOCKOUT	PIZZA LUNCHEON

# DIRTY TRICK #6

THE UNION IS A THIRD PARTY.

THE COMPANY WILL TRY TO PORTRAY THE UNION AS A THIRD PARTY COMING TO YOUR 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.



ZAPP



"Management and labor working in tandem."



# THE IBEW TRUTH

AS A UNION MEMBER:

- YOU MAY SPEAK TO YOUR SUPERVISOR AT ANY TIME
- YOU SELECT WHO NEGOTIATES YOUR AGREEMENT
- YOU DETERMINE WHO REPRESENTS YOUR INTERESTS
- YOU WILL FINALLY BE TREATED WITH THE DIGNITY AND RESPECT THAT YOU DESERVE IN THE WORKPLACE.

ALL WITH THE  
SUPPORT OF A  
BROTHERHOOD  
700,000 IBEW  
MEMBERS  
STRONG!



# DIRTY TRICK #7

MANAGEMENT TALKS ABOUT NEGOTIATING FROM A "BLANK SLATE".

THE COMPANY MAY TELL YOU THAT YOU WILL LOSE YOUR CURRENT WAGES & BENEFITS WHEN YOU NEGOTIATE YOUR UNION CONTRACT.

ALTHOUGH ILLEGAL, THE COMPANY WILL TELL YOU THAT YOU WILL START WITH A BLANK SLATE.

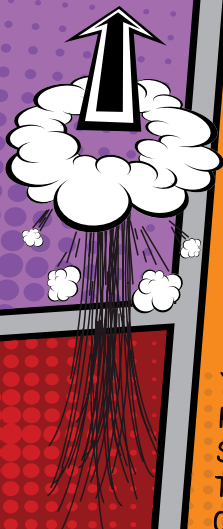


"We know that communication is a problem, but the company is not going to discuss it with the employees."



**BOOM**

# **THE IBEW TRUTH**



YOU WILL BENEFIT FROM A CONTRACT THIS BROTHERHOOD HAS BEEN REFINING AND IMPROVING FOR OVER 100 YEARS.

YOU AND YOUR COWORKERS DECIDE WHAT YOU WANT IN CONTRACT.

YOUR STRENGTH, THROUGH PARTICIPATION AND SOLIDARITY, DETERMINES THE QUALITY OF THE CONTRACT.



# **DIRTY TRICK #8**

**MANAGEMENT PROMISES.**

**PROMOTIONS! WAGE INCREASES! OPEN DOOR  
POLICY! SICK LEAVE! VACATIONS! PIZZA PARTY!**

**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 THAT THEY WERE "JUST  
ABOUT" TO HAND OUT RAISES, BUT "BECAUSE  
YOU ARE TALKING TO THE UNION IT WOULD BE  
ILLEGAL TO GIVE YOU ONE".**

# THE IBEW TRUTH



WITHOUT A UNION  
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.

P.S. BE SURE TO LET  
YOUR ORGANIZER KNOW IF  
THE COMPANY IS PROMISING  
WAGE INCREASES!  
WE CAN HELP!



# DIRTY TRICK #9

UNION PROMISES.

THE COMPANY WILL TELL YOU THAT THE UNION WILL PROMISE TO GET YOU WHATEVER YOU WANT.

THEY WILL CLAIM THAT THE UNION CANNOT GUARANTEE YOU ANY BETTER BENEFITS, WAGES, OR WORKING CONDITIONS.

THEY WILL ALSO CLAIM THAT YOU COULD GET MORE, YOU COULD GET THE SAME,

OR YOU COULD GET LESS BY JOINING THE UNION.



# THE IBEW TRUTH

THE GOALS AND PRIORITIES OF WHAT IS NEGOTIATED INTO YOUR CONTRACT DEPEND ON YOU AND YOUR COWORKERS.

A LOOK AT THE AVERAGE WAGES AND BENEFITS IN TORONTO AND THE GTA PROVE THAT THE IBEW WAGE PACKAGE IS DOUBLE THAT OF THE NON-UNION SECTOR. ALL IBEW COLLECTIVE AGREEMENTS HAVE HEALTH, WELFARE AND PENSION CONTRIBUTIONS AS COMPARED TO NON-UNION EMPLOYERS, WHERE ONLY 5% HAVE MEDICAL, HEALTH AND VISION COVERAGE.

THE CANADIAN LABOUR CONGRESS REPORTS THAT UNION WORKERS MAKE ON AVERAGE 23.06% MORE THAN NON-UNION WORKERS\*\*.

STATISTICAL DATA FROM THE U.S. DEPARTMENT OF LABOR INDICATES THAT UNION WORKERS MAKE AN AVERAGE 27.56% MORE THAN NON-UNION WORKERS\*.

UNION ADVANTAGE CHART (40 HOURS/WEEK)		
	NON-UNION	UNION
MEDIAN WEEKLY EARNINGS	\$856	\$1,060
MEDIAN HOURLY EARNINGS	\$29.00	\$54.48

\*\* Reference: Canadian Labour of Congress, 2015

\* Reference: U.S. Department of Labor, Bureau of Labor Statistics, National Compensation Survey, Employee Benefits in the United States, March 2015.



*"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.

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

THE IBEW WILL NEVER FORCE YOU TO STRIKE.

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 IN ONTARIO HAS NOT BEEN ON STRIKE FOR OVER 25 YEARS DUE TO OUR JOINT PROPOSAL PROCESS.

IF THE COMPANY CLAIMS THAT THE IBEW WILL FORCE YOU TO STRIKE, THEY ARE VIOLATING THE LAW.

# DIRTY TRICK

## #11

MANAGEMENT TALKS ABOUT 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 AND THE IBEW CONSTITUTION.

IF YOU ARE JOINING AN EXISTING LOCAL UNION OF THE IBEW, THEY CAN TELL YOU EXACTLY WHAT YOUR INITIATION FEE AND DUES WILL BE. IF YOU WILL BE PART OF A NEW LOCAL UNION, YOU AND YOUR COWORKERS WILL DETERMINE THE DUES RATE.

ASSESSMENTS CANNOT BE CHARGED WITHOUT A MAJORITY VOTE.

NO ONE IS FINED FOR NOT ATTENDING UNION MEETINGS.



# DIRTY TRICK

## #12

THE COMPANY FORMS  
A UNION-FREE COMMITTEE.

DURING THE ELECTION PROCESS, A SO-CALLED "UNION-FREE COMMITTEE" MAY MYSTERIOUSLY APPEAR OR EVEN BE OPENLY RECRUITED BY THE COMPANY.

THIS COMMITTEE WILL DO THE COMPANY'S DIRTY WORK. THEY MAY DISTRIBUTE LEAFLETS WITH LIES ABOUT THE IBEW, START RUMOURS, OR INTIMIDATE WORKERS THAT SUPPORT THE IBEW.



# 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!



KNOW YOUR RIGHTS.  
SECURE YOUR FUTURE.



KNOW YOUR RIGHTS.  
SECURE YOUR FUTURE.





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