

## Union Activity Response Quiz

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### Employer Statements

1. I heard that a union organizer was in our parking lot last night passing out authorization cards. Have any of you signed one?  
  
☐ Legal  
☐ Illegal
2. If the union comes in here, we will just start bargaining from scratch, and we will just see if you end up with the wages and benefits as good as you have now.  
  
☐ Legal  
☐ Illegal
3. Union elections are by secret ballot. No one will know how you vote.  
  
☐ Legal  
☐ Illegal
4. Employees have a free choice when they vote. What you do before the time you have to mark your ballot does not affect that free choice. Signing a union authorization card does not mean that you have to vote for the union at the election.  
  
☐ Legal  
☐ Illegal
5. If the union wins the election, a strike could occur. We are going to operate this company, even during a strike.  
  
☐ Legal  
☐ Illegal
6. Unions have tried to organize other companies in the past. They have not offered anything those employees have much interest in.  
  
☐ Legal  
☐ Illegal

7. A union contract does not mean better wages and benefits. You might get more, you could get the same, or you could get less.
- ☐ Legal  
☐ Illegal
8. The Machinists, the Teamsters, you name it--if they get in, they cannot obtain more than the company is able and willing to give.
- ☐ Legal  
☐ Illegal
9. Look at the benefits employees receive at the ABC Company. They are represented by the union that is asking for your vote--but you have benefits that employees at ABC do not have.
- ☐ Legal  
☐ Illegal
10. Signing a union card could cost you your job.
- ☐ Legal  
☐ Illegal
11. Mary, I would like to talk to you about this union, so why don't you come into my office.
- ☐ Legal  
☐ Illegal
12. You need as many facts about this union as possible, and my personal objective is to get you those facts.
- ☐ Legal  
☐ Illegal
13. I have worked in unionized businesses and the union officials in those places were real destructive to employee morale--they didn't know the first thing about our business and they constantly fought with our administration.
- ☐ Legal  
☐ Illegal

14. This management will do everything within legal means to defeat this union.
- ☐ Legal  
☐ Illegal
15. If the union told you different, they are wrong! The law says we must bargain in good faith, it does not say we must agree to any of the union's demands.
- ☐ Legal  
☐ Illegal
16. The union could care less about you as an individual. Now your money is something different. In fact, that is all they are interested in.
- ☐ Legal  
☐ Illegal
17. As you know, we ordinarily have salary reviews once a year. One of them is due now, but all this union stuff going on has the company handcuffed, so no reviews will be done for now.
- ☐ Legal  
☐ Illegal
18. I know how this union organizing goes. You are always getting badgered to join the union. If you get any trouble or pressure to join the union, let me know and I will see that it is stopped.
- ☐ Legal  
☐ Illegal
19. If the union calls you out on a economic strike, let me explain to you what can happen. First, the company has the right to hire "permanent" replacements. If that happens, there may or may not be job openings available when you decide to return to work. You will be put on a recall list, but of course you could be in bad shape before an opening comes along.
- ☐ Legal  
☐ Illegal
20. Hey, why should I bother to ask any of you if you went to the union meeting last night? The company can always get that kind of information. In fact, by noon I imagine I will know which of you were there.
- ☐ Legal  
☐ Illegal

21. Have you read about the strikes up in Denver? Those strikes were caused by unreasonable demands by the unions and those demands could have forced those companies out of business.
- ☐ Legal  
☐ Illegal
22. I would like to work directly with you to solve our problems and your work problems, not through some outsider.
- ☐ Legal  
☐ Illegal
23. If you vote this union in, there will be an adversary relationship between the union and the company, and all direct communication between the employees and management will stop.
- ☐ Legal  
☐ Illegal
24. Listen, if you are against us becoming union, you have the right to try to convince your fellow employees not to support the union.
- ☐ Legal  
☐ Illegal
25. From what you have told me, Jane, you signed an authorization card, but you don't really like the union. Would you like me to try to help you get your authorization card back?
- ☐ Legal  
☐ Illegal
26. I have read some of that union literature being handed out. It is full of lies.
- ☐ Legal  
☐ Illegal
27. If you are going to hand out that union trash in the break room, you can just find somewhere else to eat.
- ☐ Legal  
☐ Illegal

28. Unions often make mandatory union membership or mandatory union dues a bargaining demand, and they call strikes over the issue, like at Hirschfeld up in Denver. The company is opposed to such union security. We believe union membership and the payment of union dues should be voluntary and left up to the individual employee. Our different positions on this subject could result in a strike.
- ☐ Legal  
☐ Illegal
29. If the union wins the election, it will represent all employees, not just those voting for it, and the company won't be able to bargain with individual employees or other groups or organizations regarding your pay, work schedules, or other work conditions.
- ☐ Legal  
☐ Illegal
30. Here, Jose, have a "Vote No" button.
- ☐ Legal  
☐ Illegal
31. If a union organizer comes to your house, you have the right to slam the door in his face.
- ☐ Legal  
☐ Illegal

### SCENARIO 1

Today, in front of ten other employees, Jerry says to you: "I was reviewing our policy handbook and I noticed that it said that this isn't a contract and we can be terminated, with or without cause. Then I noticed a provision in there that stated that we have a grievance procedure and don't need a union here. That seems inconsistent to me."

What do you do? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## SCENARIO 2

Some of your employees have been very concerned about safety problems. The other day Sally came to you and stated that a bunch of the secretaries had been discussing an article they saw in "Womyn" magazine which suggested computer monitors cause cancer, eye strain and carpal tunnel syndrome. She informed you that Susie has already gone to see OSHA, but that unless things are changed, there will be a lot of people sick tomorrow.

Tomorrow arrives, but no secretaries do.

What do you do? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## SCENARIO 3

Tammy is a good employee and has a great deal of influence with many of her co-workers. During a union organizing drive, Tammy comes to you in your office and says she has some questions that she'd like answered. How do you respond?

If you agree to talk with Tammy, she explains that the Machinists have made several promises that seem quite attractive to her. She specifically mentions grievance resolution and the construction of an on-site child care facility. Tammy tells you that unless you can resolve her concerns, she plans to actively support the union. You know that the company was talking about instituting a grievance procedure prior to the start of the union's organizing campaign. You are also fairly sure that there is no way the company would ever agree to an on-site child care facility.

What do you do? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## SCENARIO 4

While passing through the loading area, you overhear John and Greg talking about the possible creation of a union. John seems to be gungho, but Greg appears to be hesitant. John and Greg are both mechanics, and because of a delay unrelated to their conversation, it appears that it will be several minutes before cars will be available to repair.

What do you do? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_