

# What You Can Expect from McLaren During Union Organizing



McLaren Lapeer is working with "Labor Consultants" to counter efforts by employees to organize a Union. This is expected and common for employers to do in order to prevent employee Unions.

The tactics that these labor consultants use are somewhat predictable and we have listed seven common things that the labor consultants have, or likely will, recommend to McLaren Lapeer to prevent Employees from organizing a Union.

**TACTIC #1- PRESSURE:** Program Directors will be used as spokespersons against the Union. They may suddenly be "deeply concerned" about your welfare and act as if they want to be "friends". They may want to chat and find out "what is on your mind," what concerns you may have, or what ideas you have to improve your program. This is one of the first tactics used by labor consultants.

✓ **February 19, 2021**

**TACTIC #2- LOVE LETTERS:** Letters Signed by administrators, managers and sometimes even your co-workers, but prepared by the labor consultants, may circulate through-out the building and/or be mailed/mailed to you. Management may say how they appreciate all you do at work. They will try to convince you they can be trusted and are only looking out for your best interest.

**TACTIC #3- LOVE OFFERING:** Management may give unexpected perks such as bonus or lunch. They want you believe that you don't need a Union to get good things and improve working conditions. Remember that without a legally-binding union contract they can take back any perk as quickly as they give it.

**TACTIC #4- UGLY UNION LETTERS:** Many times, these letters paint a very ugly picture of the Union, implying that the Union is an outsider, will force you to go on strike, just wants your dues money, will do nothing for you, and will give you no guarantees. But these letters will not inform you that the purpose of forming a Union is bargain collectively so that you have guaranteed wages, benefits and working conditions in a signed legally binding Teamster Union contract.

**TACTIC #5- DIVIDE AND CONQUER:** The employer (directed by a labor consultant) will try to play one group of people against another; for example: "disloyal" union supporters against "loyal" union opponents or one department against another department.

**TACTIC #6- LETTERS, LEAFLETS, MEMOS:** "Labor consultants" or union-busters will often write many memos, letters and leaflets during an organizing campaign. These will be signed by management, not by the labor consultants. They may say that your input is suddenly "valuable" because NOW you're part of their "management team".

**TACTIC #7- CAPTIVE AUDIENCE:** "Captive Audience" meetings, or meetings in small groups, may be held while you are at work. During these prepare meetings, your management may remind you of all they have done for you and how they are working hard to fix problems in your workplace. They will also spend time trying to discredit the Teamsters or unions in general or they will raise questions to cast doubt and concerns about unions. At times, they may ask some people in those meetings to ask questions, which are pre-prepared by the Labor Consultants to spread lies and misinformation about unions.

✓ **March 1, 2021**

## Don't Be Misled Into Voting Against Your Best Interests!

Management may use any or all of these tactics-letters, threats, rumors and mandatory captive audience meetings-anything in their attempt to convince you that you don't need or want a Union.

Each of these methods is designed to confuse you and get you to vote against your best interests.

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