West Coast Industrial Relations Association, Inc. Campaign Procedures, circa 1976

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West Coast Industrial Relations Association (WCRA)
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Abstract
Outline of pre-campaign activities and preparations, the NLRB, planning, strategy, legal considerations, meetings and materials, union moves, election day, and post-election.

This hood river memorial hospital campaign information is available at DigitalCommons@ILR: https://digitalcommons.ilr.cornell.edu/leonardscott/5
WCIRA CAMPAIGN PROCEDURE

I. PRE-CAMPAIGN OR HANDBILLING ACTIVITY

A. First Contact
B. Sales Call
   1. Psychology
   2. Handling The Outside Law Firm
   3. Forecast and Costs
C. Who Will Run The Campaign?
   1. Scheduling
   2. Authority (Two or More Consultants)
   3. Call For Help!
D. First Contact On Site
   1. Psychology
   2. Get Busy

II. CAMPAIGN PREPARATION

A. Starting With Client - Fact Finding
B. Research Information
   1. LM 1 & 2
   2. Constitution/By Laws
   3. Contracts
   4. H & W/Pension Booklets
   5. IBT Joint Council Reports
   6. Trust Reports
   7. Local Community
   8. BNA Strike Record
   9. Criminal Indictments/Convictions
C. NLRB
   1. Preliminary List of Voters
   2. Commerce/Data/Representation
   3. Excelsior List
   4. Hearing/Stipulation
D. Company Preparation
   1. List of Voters For Straw Votes
   2. H & W/Policy Books
   3. List of All Supervisors
   4. Talk With Key Supervisors
E. Planning (continued)
   1. Game Plan (Schedule)
   2. Loading Deck
   3. Three (3) Part Election
   4. Anti Card Signing Letter (Advisibility)

F. Handling the RD vs RC

TOM III. CAMPAIGN AND STRATEGY
A. Supervisory Meetings
B. Supervisory Committee
C. Employee Committee
D. Power vs Education
E. Straw Votes
F. Demand Letter/Authorization Cards
G. Internal Organizers
H. Local Flavor
I. Gimmicks - Movie, Slides, Jokes, Party

PETE IV. CAMPAIGN LEGAL CONSIDERATIONS
A. Wage/Benefit Increases (+ or -)
B. Ventilation Sessions
C. Solicitation Rule/Trespass
D. Wage Comparisons

TOM V. MEETINGS AND MATERIAL
A. Meeting Structure/Introduction
B. Ventilation/Sell
C. Guarantee Sheet and Counters
D. Dues Calculation/Negotiations
E. Constitution (Pension/H & W)
F. Financial LM 1 and 2
G. Strikes
H. 25th Hour Election Details
I. Special Meetings
VI. UNION MOVES
A. Debate/Access
B. Union Meeting
C. Organizer On Premises
D. Picnic/Party
E. Wage Comparisons
F. Financial (WCIRA & Client)

VII. ELECTION DAY
A. Getting The Vote Out
B. Posting Notice
C. Preparation For Pre-Election Conference
D. Loading Excelsior List
E. Supervisor On Voting Day
F. Peerless Plywood 24 Hour Rule
G. Observers
H. Rumors
I. Challenges
J. NLRB
   1. Releasing Official
   2. Invalid Ballots
K. Victory Conduct

VIII. AFTER ELECTION
A. Election Objections
B. LM 20 & 21 Requirements