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WCIRA Campaign Procedure, circa 1979

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Abstract
Presentation outlining the WCIRA Campaign Procedure.

This wcira campaign procedures and what employers can and cannot do is available at DigitalCommons@ILR:
https://digitalcommons.ilr.cornell.edu/leonardscott/38
WCIRA CAMPAIGN PROCEDURE

PETE  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

TOM  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

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

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

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