December 2019

Winning NLRB Elections, 1960-1979

Support this valuable resource today!

Follow this and additional works at: https://digitalcommons.ilr.cornell.edu/leonardscott

Thank you for downloading an article from DigitalCommons@ILR.

If you have a disability and are having trouble accessing information on this website or need materials in an alternate format, contact web-accessibility@cornell.edu for assistance.
Winning NLRB Elections, 1960-1979

Abstract
Plans for conducting an NLRB certification elections, 1960-1979, Illustrative Election Campaign, pp. 180, 189, 195, 204. All unions.

This guide provides information on campaign procedures and what employers can and cannot do is available at DigitalCommons@ILR:
https://digitalcommons.ilr.cornell.edu/leonardscott/37
ments for voting against the union, emphasizing its costs, risks, and other disadvantages.

The following is an example of the first week of a campaign calendar. Additional weeks follow thereafter.

<table>
<thead>
<tr>
<th></th>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WED.</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receipt of NLRB Decision</td>
<td>Speech To All Employees</td>
<td>Home Mailing</td>
<td>Handout</td>
<td>NLRB Conference</td>
<td></td>
</tr>
<tr>
<td>Supervisory Meeting</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**FOUR WEEKS TO GO**

**MONDAY**

Upon receipt of the Regional Director’s decision and direction of election, the employer should hold a meeting with all supervisors. The decision should be read and discussed. Throughout the next four weeks, frequent supervisory meetings should be held. Their format and purpose were discussed in Chapter VII.

**SPEECH**

I have asked you to come today to discuss our future—yours, yours, our company for quite a while. A representative demanded that we vote in secret whether or not we want a union among our employees. We refused. It has been decided that the union file a petition with the NLRB to provide for such a secret vote.

Yesterday, we received notification. It will be held later this week, and I have to decide for myself whether or not I want a union. Your decision will be clear to you: I am strongly opposed to the union.

I have been asked whether or not the company will bargain in good faith with the union, whether or not we are going to be more or less in wages and salary. I have also been asked whether or not the company will accept a union as part of our company. I have been asked whether or not the company will contract for the same thing we are buying now.

It is unfortunate that union employees during the pre-election period have to deliver. We all know that unions are there for our benefit. Everything which it wouldn’t be fair to the employees who have been receiving in the past.

We all know that unions should not deliver. What you may not have been receiving in the past. We all know that unions should be there for us.

The union will ask you to vote for that line. It is much easier to vote on the facts. One indecisive vote on the facts. One indecisive vote on the facts.
<table>
<thead>
<tr>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WED.</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulletin</td>
<td>Board Notice</td>
<td></td>
<td>Handout</td>
<td>Handout</td>
</tr>
<tr>
<td>Home</td>
<td>Home</td>
<td></td>
<td>Mailing</td>
<td>Mailing</td>
</tr>
</tbody>
</table>
THE FORMAT FOR SMALL GROUP MEETINGS IS DISCUSSED IN CHAPTER III. SUCH MEETINGS WILL NOW PROVIDE A VEHICLE FOR DISCUSSING ISSUES RAISED IN THE CAMPAIGN.
The last week of campaigning can be critical. Upon returning to work after the weekend, employees realize this is the week when they must make up their minds as to how they will vote, if they have not already done so.

The company and the union will intensify their efforts. The union will accelerate its home visits and call mass meetings. The employer will have frequent meetings with supervisors and urge their active participation.

There are a number of details which require attention this week. Illustration No. 25, page 205, is a convenient checklist enumerating important items to be attended to.