1999

Memorandum of Agreement By and Between Steelworkers International Union and Employees of Resol Manufacturing Corp., circa 1999

Leonard C. Scott

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

Thank you for downloading an article from DigitalCommons@ILR.

Support this valuable resource today!

This Campaign Information is brought to you for free and open access by the Kheel Center for Labor-Management Documentation & Archives at DigitalCommons@ILR. It has been accepted for inclusion in Leonard Scott Union-Prevention and Counter-Union Campaign Consulting Files, 1966-2013 by an authorized administrator of DigitalCommons@ILR. For more information, please contact catherwood-dig@cornell.edu.

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.
Memorandum of Agreement By and Between Steelworkers International Union and Employees of Resol Manufacturing Corp., circa 1999

Abstract
A form asking union organizers to guarantee compensation and benefits improvements that employees should expect if employees vote to certify the union.

This campaign information is available at DigitalCommons@ILR: https://digitalcommons.ilr.cornell.edu/leonardscott/
MEMORANDUM OF AGREEMENT
BY AND BETWEEN
STEELWORKERS INTERNATIONAL UNION
AND EMPLOYEES OF
RESOL MANUFACTURING CORP.

In consideration of ____________'s signing or promise to sign a Union Authorization Card supporting my Union in the upcoming National Labor Relations Board conducted election, I hereby make the following written guarantees:

(A) Negotiated Improvements

(1) I, the Union Organizer, guarantee employees at Resol will get a ______ (dollar or cent per hour) or _____% percentage increase in the very first contract we negotiate with the company.

Signature of Union Organizer Date

(2) I, the Union Organizer, guarantee employees at Resol will receive a cost of living allowance (COLA) in the very first contract we negotiate with the company.

Signature of Union Organizer Date

(3) I, the Union Organizer, guarantee employees at Resol will receive added or improved benefits in the very first contract we negotiate with the Company.

(Please check those benefits guaranteed)

[ ] Steelworkers Retirement Program
[ ] Full Company-paid Medical Coverage (Employee & Dependents)
[ ] Union Dental Coverage (Employee or Dependent)
[ ] Union Optical Coverage
[ ] Improve Vacations
[ ] Sick Leave Plan
[ ] No Force Overtime
[ ] Union Scale Piece Rates
[ ] Better Working Conditions
[ ] Better Supervision
[ ] Job Security (No Lay-offs)

(Check any one or all of the above)

Signature of Union Organizer Date
(4) I, the Union Organizer, guarantee employees at Resol that they will not lose benefits in negotiations and, if any benefits are lost, our Union will provide these lost benefits out of its own funds.

Signature of Union Organizer Date

(5) I, the Union Organizer, guarantee employees at Resol that if the company exercises its legal rights, --- and refuses any and all of Items 1 through 4 my union will give you these benefits out of its own funds.

Signature of Union Organizer Date

(B) Union Requirements

(1) I, the Union Organizer, guarantee employees at Resol that the union during contract negotiations will not ask for a contract clause requiring that you lose your job, if you don't join the union or pay union dues.

Signature of Union Organizer Date

(2) I, the Union Organizer guarantee the employees at Resol that no employee will at any time for any reason be requested or required to pay union fines.

Signature of Union Organizer Date

(3) I, the Union Organizer, guarantee employees at Resol that no employee will ever be assessed any monies ---- in addition to the ---- unless the employee fully agrees.

Signature of Union Organizer Date

(4) I, the Union Organizer, guarantee the employees at Resol that my union will never require any employee who wants to go to work not to cross the picket line.

Signature of Union Organizer Date

(5) I, the Union Organizer, guarantee employees at Resol that if a strike is ever called ---- my union will pay strike benefits to each striking employee in the amount of dollars per week.

Signature of Union Organizer Date
(6) I, the Union Organizer, guarantee the employees at Resol the following benefits, wages or anything not mentioned here.

I further provide the following blanks for any other thing not mentioned above.

a. 

b. 

c. 

d. 

e. 

Signature of Union Organizer Date

Wherefore, I, the Union Organizer, am an authorized agent of the Steelworkers and hereby subject my union to a damage action by Resol employees for breach of any of the above guarantees I have just made and signed.

Authorized Union Signature Date

In consideration for the union organizer's signed guarantees above, I do hereby pledge to vote for the union and/or sign an Authorization Card.

Employee's Signature Date

-3-