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**HOUSE DEMOCRATIC POLICY COMMITTEE**

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**HOUSE OF REPRESENTATIVES**  
COMMONWEALTH of PENNSYLVANIA

*House Democratic Policy Committee Roundtable*

Union Organizing

Friday, February 3, 2022 | 11:00 a.m.

Chair Dan Miller and Representative Emily Kinhead

11:00 a.m. Welcome and Member Introductions: Chair Miller and Representative Kinhead

11:15 a.m. Introduction to Union Organizing

Darrin Kelly, President  
*Allegheny/Fayette Central Labor Council, AFL-CIO*

11:30 a.m. ROUNDTABLE DISCUSSION

Maria Somma, Organizing Director  
*United Steelworkers*

Silas Russell, Executive Vice President  
*SEIU Healthcare Pennsylvania*

Sam Williamson, Western Pennsylvania District Leader  
*32BJ SEIU*

Wendell Young IV, President  
*UFCW Local 1776*

Leonard Purnell, Organizing Director  
*UFCW Local 1776*

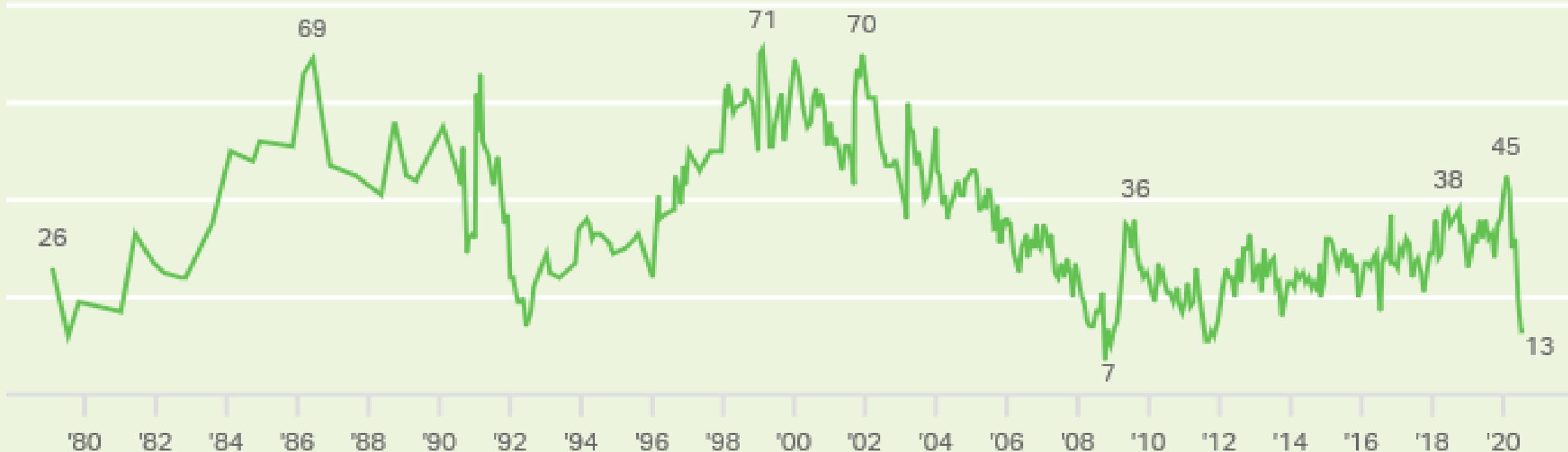
*Q & A with Legislators*

# What Workers Face in Union Organizing Campaigns

# Only 13% of Americans are satisfied with how things are going in the U.S. – July 2020

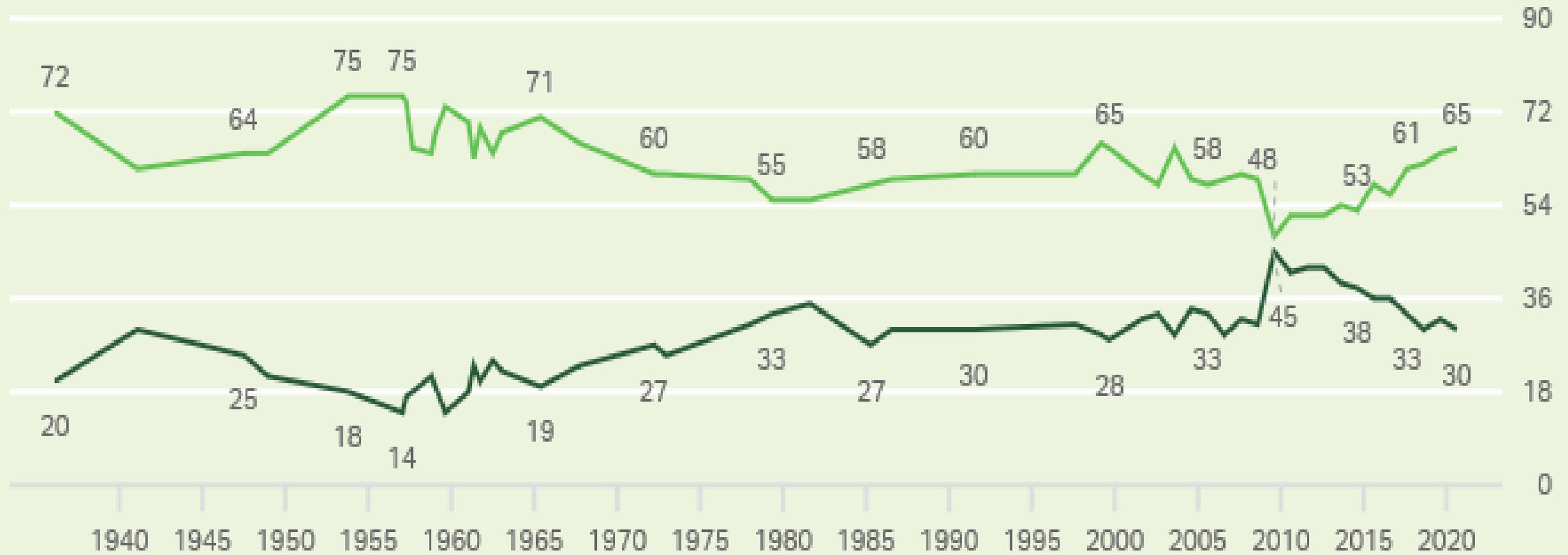
## Americans' Satisfaction With the Way Things Are Going in the U.S.

■ % Satisfied



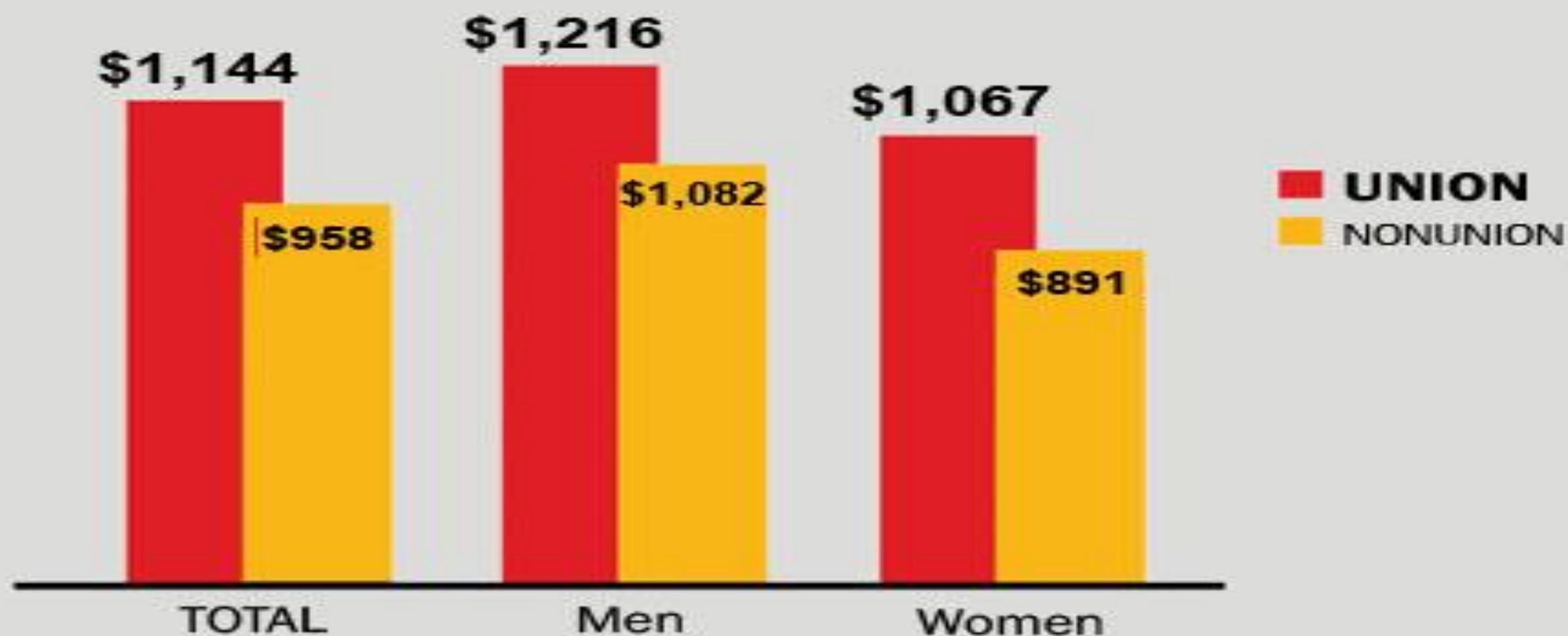
# Do you approve or disapprove of labor unions?

■ % Approve ■ % Disapprove



GALLUP

# THE UNION DIFFERENCE



**Median weekly earnings for full-time workers in 2020**

Source: U.S. Bureau of Labor Statistics

- Union favorability at a historic high
- Union density at a historic low
- Employers abuse NLRB election process
  - Even when we win, it's difficult to get a first contract
- We try to align organizing tactics with proven research

## Labor unions reach highest level of approval in US since 1965: Gallup

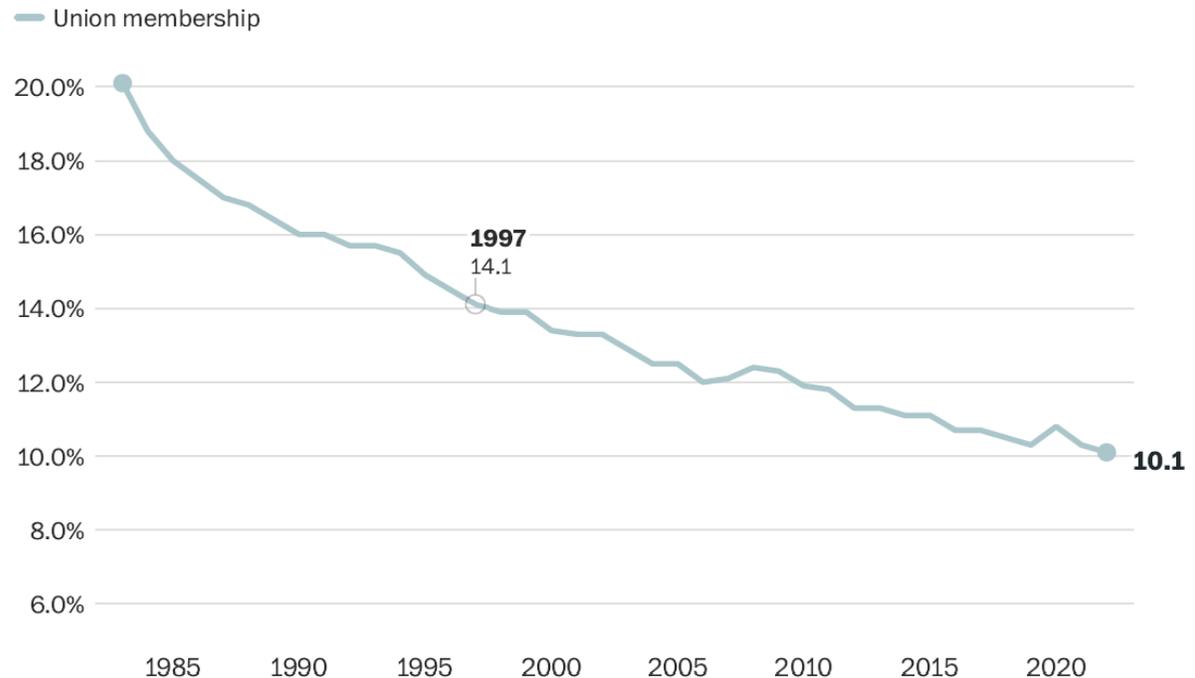
Seventy-one percent of Americans approve of labor unions, a Gallup poll shows.

By [Max Zahn](#)

August 30, 2022, 10:44 AM



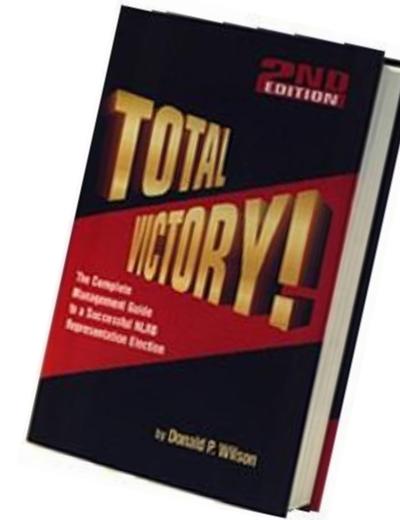
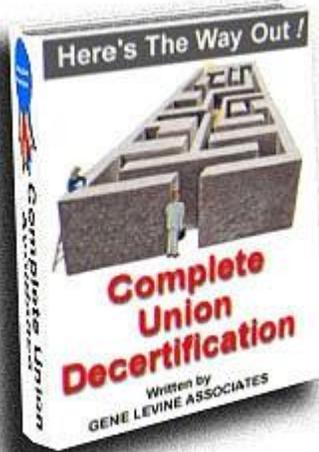
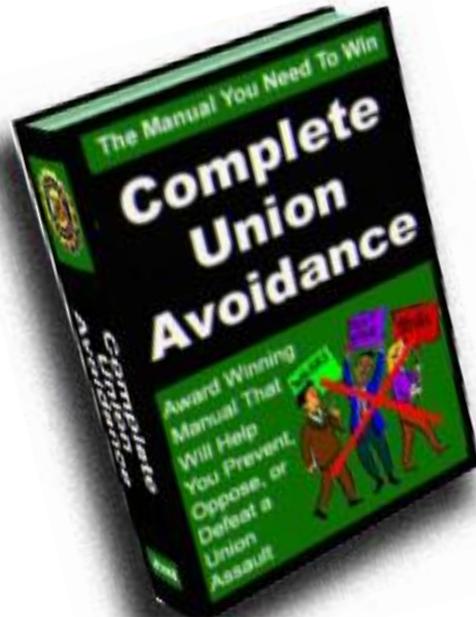
Union membership in the United States



Source: Bureau of Labor Statistics

LAUREN KAORI GURLEY / THE WASHINGTON POST

# Union Busting is a US\$1 Billion Industry in the U.S.



**Guaranteed Winner- YOU DON'T WIN, YOU DON'T PAY! If you don't win your campaign using the proven combination of LRI Employee Information Videos, On-Site Consultation, LRI Support Tools, and Union-Specific Research, you pay nothing. Guaranteed!**

# *Organizing Campaign Overview*

- Usual themes of the attack on the employees' union organizing efforts include:
  - Threats of being “permanently replaced” during a strike
  - Threats of possible loss of wages and benefits in contract negotiations
  - Exaggerations about union dues, fees, fines & assessments
  - Threats about company's loss of competitiveness, leading to job losses after unionization.
- Positive themes are also used
  - We are a family – no need for outsiders
  - Raises
  - We didn't know – Give us another chance, we will get rid of the bad manager.

# Current System Is Company-Controlled

<b>Company</b>	Decides how workers will form their union
<b>Company</b>	Illegally fires workers for supporting a union
<b>Company</b>	Forces workers into meetings with supervisors
<b>Company</b>	Uses work time to intimidate workers
<b>Company</b>	Threatens to close if workers unionize
<b>Company</b>	Delays contract negotiations
<b>Company</b>	Treats penalties as a cost of doing business

# Worsening Conditions for Workers

- Temporary, on call, per diem (12%)
- 10 hour shifts (27 %)
- 12 hour shifts (22 %)
- Evenings and nights (37 %) Weekends (47%)
- Average overtime (10 hours)
- More than 5 overtime hours a week (41 %)
- Average wage \$13.69
- Average wage less than \$8/hour (34%)

# Employer Opposition:

While employers may adjust the permutations and combination of tactics in their toolkit, the essential elements remain the same.

Data shows that in elections where the employer mounted a campaign these were the tactics they used:

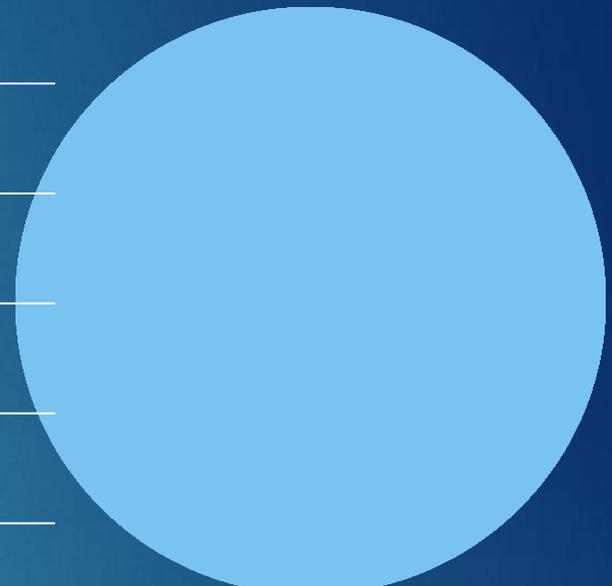
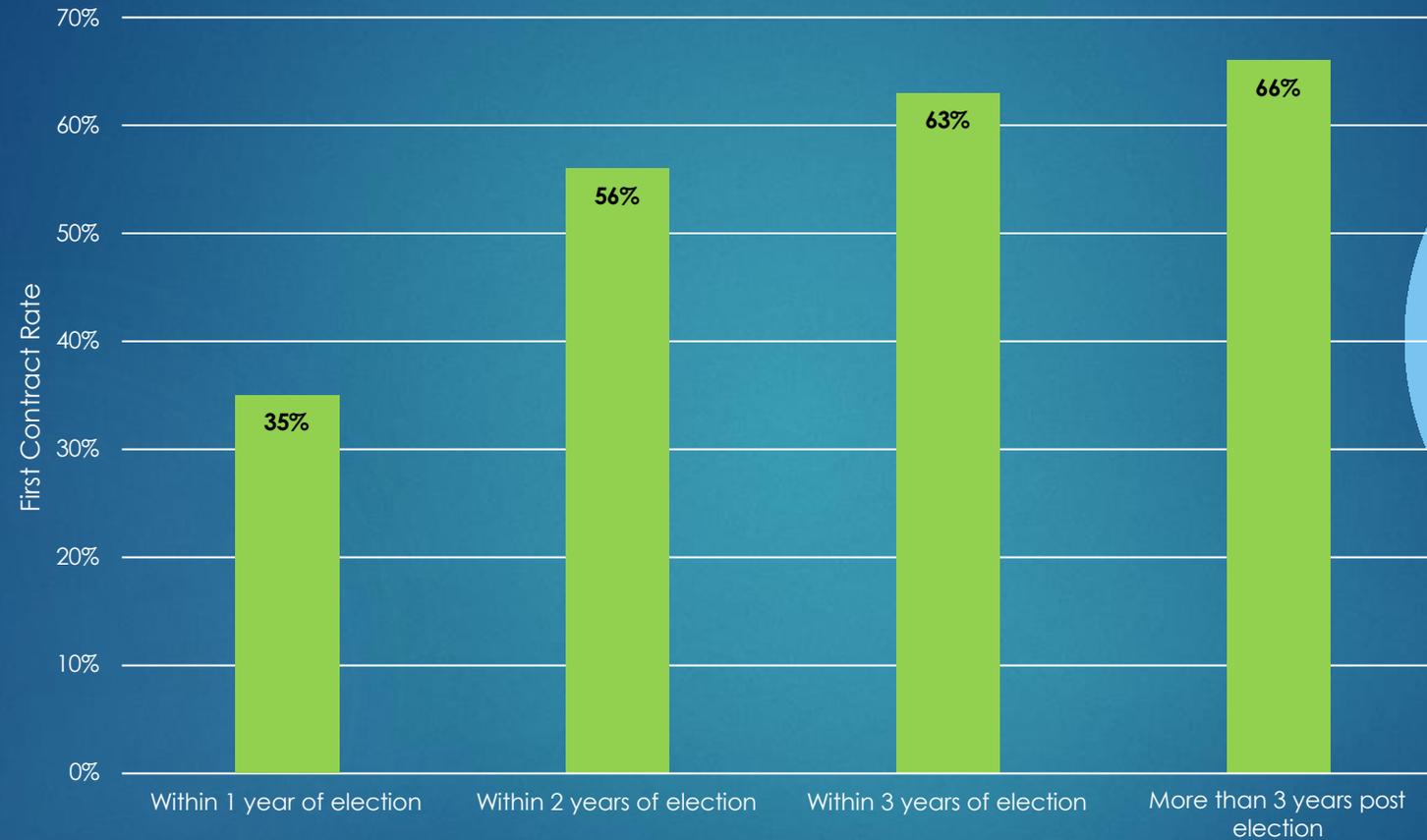
- 76 percent brought in one or more management consultants to run the campaign
- 88 percent forced workers to attend mandatory captive audience meetings during work hours
- 74 percent of supervisors regularly talk with workers one-on-one about the campaign  
47 percent used the meetings to interrogate workers about their or other's support for the union
- 34 percent used them to threaten workers
- 46 percent threatened workers with plant closings, outsourcing, or contracting out of their work
- 17 percent discharged workers for union activity

# Employer Opposition Cont.

- 50 percent made promises of improvement in return for not supporting the union
- 25 percent made positive personnel changes
- 7 percent promoted activists out of the unit
- 37 percent surveilled workers using cameras, social media, phones, computers, and key cards
- 23 percent offered bribes to worker
- 19 percent made unilateral changes
- 19 percent attempted to infiltrate the organizing committee
- 31 percent ran an aggressive campaign using ten or more tactics

Most of these tactics are serious labor law violations and are associated with win rates 10 to 40 percent lower than in elections where they are not used.

# First Contract Rate



# University of Pittsburgh Staff Campaign

## What happens to my pay while negotiations are going on?

During negotiations, the University is required to maintain the status quo for wages for employees in the bargaining unit.

## How long do negotiations typically take, and does it matter if it's the first contract being negotiated?

### **How long do negotiations typically take, and does it matter if it's the first contract being negotiated?**

During collective bargaining neither side completely controls the process or its outcome. Since contract agreement takes cooperation, compromise and commitment on both sides, there is no way to predict how long a contract negotiation will take. Since 2004, it has taken on average 409 days to get to a first union contract.<sup>[1]</sup> In contract negotiations with the faculty union, the parties are entering their second year of negotiations. There is no requirement for either party to ever agree to something; the only requirement is to bargain in good faith.