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Labor Relations INK

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In This Issue:

- *EFCA Update*
- *British Airways' Christmas Gift*
- *Aggressive New Labor Giant Takes First Steps*
- *PLUS December Scoreboard, Employee Relations Tip-Of-The-Month, and more...*



EFCA Exposed!

Tag Cloud

Labor Relations News

- A Plea for the Employee Free Choice Act - History News Network
- Stanford: Don't Believe the Spin on Unions in Canada - AFL-CIO (blog)
- Big Labor, Big Concerns: Obama's Approach Causing Tension - Huffington Post (blog)
- Labor's messy health-care bargain - Washington Post
- Debunking Dumb Polling and Even Worse Reporting on Employee Free Choice, Part One - Firedoglake (blog)

EFCA Update

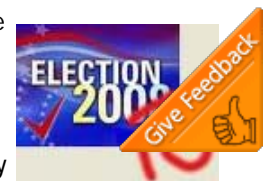
As the year comes to an end, the Employee Free Choice Act sits simmering on a back-burner, awaiting a Congress that is intent on passing some type of healthcare reform before Christmas. Our sources in Washington are saying that as January rolls around, so will the EFCA.

There is still no firm idea as to what type of compromise may actually be proposed. Apparently, all of the trial balloons floated over the past 6-8 months have not gained the labor-business consensus that legislators were hoping for. We don't believe there will ever be a compromise that could broach that barrier, so we'll likely be facing something similar to the healthcare bill – a piece of legislation that a majority of people do not want but we'll be stuck with nonetheless.

We are also hearing that it is likely Craig Becker will be ensconced at the NLRB via a recess appointment. Several pundits on both sides of the argument (see [here](#) and [here](#)) are making the case that NLRB (and more broadly, Department of Labor) rulemaking will establish most if not all of the objectives that Big Labor is reaching for, regardless of the final form of the EFCA.

Since many of the legislators' moves on healthcare reform and the EFCA are [weighing heavily](#) in 2010 election prospects, the maneuvering of the "candidates" is typical. Although voting for cloture is essentially the same as voting for either bill, legislators are trying to cover the tracks of their cloture vote by stating that although they "do not support" the current version of the bill, they desire to see debate proceed in a "democratic process."

British Airways' Christmas Gift



Poll shows support weak for 'card check' legislation - Las Vegas Sun

For labor, there's always next year - Politico

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[Text of HR 1355 \(EFCA Compromise Proposal\)](#)

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Watch Former Union Organizers "Spill the Beans"

**Click to See
For Yourself...**



Free EFCA Resources

**FREE EFCA
DVD, Action
Planning
Guide &
Cheatsheet**



Get Informed

Praise

This is a very important website. I am a Union worker but an American First and the idea of open/non-private voting is repugnant to me. It flies in the face of American tradition where your vote is and should be CONFIDENTIAL. Most Union



It now looks like nearly one million individuals will be making it to their traveling destinations for Christmas. It was previously believed that a [12-day strike](#) by 12,500 cabin crewmembers of British Airways would occur during the busiest travel time of the year. A British court injunction [foiled the strike attempt](#), thereby saving Christmas for families represented by those travelers. "A strike of this kind over the twelve days of Christmas is fundamentally more damaging to BA and the wider public than a strike taking place at almost any other time of the year," said Judge Laura Cox said.

The union's strike threat was over job cuts, pay issues, and working conditions. The airline is struggling to return to profitability, and in addition to stranded customers, the strike would have cost the company an estimated 10 to 30 million pounds per day (16 to 48 million US dollars).



"We are delighted for our customers that the threat of a Christmas strike has been lifted by the court," BA said in a statement. "It has also become very clear that our customers do not believe that old-style trade union militancy is relevant to our efforts to move British Airways back toward profitability."

Aggressive New Labor Giant Takes First Steps

The newly formed super-union National Nurses United is wasting little time selecting leadership. The NNU has named Jean Ross, RN of Fairview Southdale, Karen Higgins, RN of Weymouth and Beth Pkinnick, RN of Hyannis as Co-Presidents of the newly formed union. All three have a strong organizing focus. "We have a [very friendly labor climate](#)," said Ross, who has been a nurse for more than 35 years. "Things were going poorly for labor for many decades. Now is the time to band together to use our clout and influence for things," said Ross. The NNU board has also selected Rose Ann DeMoro, the ex-Teamster head of the CNA-NNOC as the union's [executive director](#).

To kick off their aggressive agenda – which is mostly about organizing, making it easier to organize, and artificially constricting patient loads to force the need for more nurses (ie. more union members) – NNU staged a [rally and picket](#) and outside the offices of the Arizona Hospital and Healthcare Association in Phoenix. NNU finds itself well-positioned to take advantage of potential changes due to healthcare reform that will eventually create more nursing "public employees" as the government takes over more of the private healthcare sector.

LRI's Brand New Online Supervisory Training Program



If there is **one thing** we have learned after more than **20 years** and over **10,000 elections** battling unions, it is this:

Your front line supervisors are the number one key to a solid union defense, and a positive workplace.

Nothing takes the place of properly trained front line managers and supervisors, but in today's hectic business environment, we've never asked our front line leaders to do more with less. How in the world can you take the time to pull them from their jobs, and provide *training that really makes a difference!*

Our new **Online Active Interval Training (OAI/T)** is the answer. **OAI/T** includes:

employees feel as I do and they need to know what this is all about. As far as I know, I hope, this sort of thing is not happening in the Union to which I belong. If I find out it is I will protest. All I can say is keep up the good work. I will pass this around to everyone I can. They cannot intimidate me.
 — **Guest**

I just wanted to take a moment and personally thank you for lending us your expertise and hard work in helping [Company Name Withheld] remain Union-Free. You were instrumental in helping me stop the Teamsters, who had been previously batting 1000 against [Company Name]; winning several elections against this past year. With a resounding 50% margin of victory, I believe we sent them a clear message that we intend to remain union-free.
 — **S. Loe**

Good Information, easy to read
 — **A. Graham**

Vulnerability Assessment White Paper



Recent Comments

- Austin Clary: Phil, I would add "A Great Place to Work" - Robert Leverii
- Dennis O.: Oops only 8 books listed? Another great book I am current
- Charles Brandon: I don't like Unions at all because when I worked for Pac Bel
- Michael: Words that Work: It's Not what You Say It's ... by Frank I
- Aakash: Thanks for featuring this important news! ATR and AWF Call f
- Dennis Merriam: Please send me a copy of your 5 dya election white paper.
- Sherri Henry: I worked as a labor organizer. It is with much regret I adm

EFCA 2009 Daily Status

H.R. 1409: Employee Free Choice Act of 2009

Introduced	Mar 10, 2009
Sponsor	Rep. George Miller [D-CA7]
Status	Introduced
Last Action	Apr 29, 2009: Referred to the Subcommittee on Health, Employment, Labor, and

- Easy access from any computer
- Research-based and validated content
- Best adult learning principles available
- Only 15-20 minutes per week
- Real time tracking of attitudes, skills and knowledge
- Instantaneous reporting and learner feedback
- Personalized action plans for immediate implementation
- Accountability to upper level manager for progress and plan execution



OAI/T is incredibly value-priced, PLUS you can [try it absolutely FREE!](#)

Reward For Non-Performance?



(Duran is contesting the election results). In a recent tussle over grocery chain contracts, Duran sent his members to vote on a contract he considered the "last and final offer," but was trumped by the international when it instructed the local leaders back to the negotiating table. The local had sent conflicting signals to its members over whether or not they had actually voted to strike, based on two different sets of rules regulating strike authorizations. Last year [he made headlines](#) when it was revealed that the combined Local 7 payroll for he and two of his children totaled over \$430,000 in 2007.

The reward for such [fumbling leadership](#)? When Duran and his fellow ousted Secretary-Treasurer leave office in January, they will receive their union-issued vehicles as retirement gifts, vehicles that were purchased with union dues. Although union officials said it was customary to reward such gifts, every Local 7 former president who has served since 1973 denied receiving such largess.

Employee Relations Tip Of The Month

Get Your Employees Involved

According to recent research, the #1 thing today's employees want is to feel informed, supported and involved. Informed about what's going on in their department or the organization, supported when they demonstrate initiative (even when they make mistakes), and involved in decisions that affect them.

Here are some specific actions you can take now to increase engagement through greater employee involvement:

1. At your next team meeting, review the organization's key business strategies. Emphasize how your team's and department's goals and objectives align with these strategies. Discuss with your employees how their work supports the achievement of business goals to ensure they clearly understand how their work contributes to the overall success of the organization.
2. The next time you hear of a mistake made by one of your employees, schedule time with the employee to discuss the situation. Listen to the employee to understand what happened and ask them what they learned from the situation. Ask them what they could have done differently that would have resulted in a more positive outcome. Remember to thank the employee for taking initiative and demonstrate your support of their efforts.

Contact Congress

Enter your zip code and tell your elected officials how you feel about the Employee Free Choice Act

GO

3. When faced with making a difficult decision that will directly impact your team, gather the team together and conduct a brainstorming session. Explain to the team the important facts surrounding the decision and the potential impact on their work. Use brainstorming to generate ideas for how best to address the situation, then take these suggestions into consideration as you finalize your decision. If you decide to implement one or more of the team's ideas, be sure to communicate this back to them to thank and acknowledge them for their contribution.

To learn more about how to improve the morale and engagement of your employees, check out [LRI's Online Supervisor Training](#).

Hat Tip to Eric Vanetti of VantagePoint Alliance

Same Ole, Same Ole



Bob King looks like the frontrunner to [take over the reins](#) from retiring UAW President Ron Gettelfinger. Many feel that there will not be significant change in this move due to King's support of most of Gettelfinger's policies.

King has had a rough go of it lately. His effort this year to modify UAW's contract with Ford (that would have allowed a no-strike clause through 2015) was defeated by 70% of the voting members. Looks like we will see the [same old tactics](#) and leadership at least for the next two years, until King hits mandatory retirement age of 65.

SEIU Defines Healthcare Reform Differently

When it appeared that a "public option" may not make it into the healthcare reform bill, the SEIU indicated it was no longer interested in supporting "reform," and in protest, the SEIU leadership cancelled several appearances in support of the legislation.



Proof once again that SEIU [cares little about what's good for Americans](#), and only about what's good for SEIU (and its coffers). No public option means no direct path to "reclassify" healthcare jobs as government jobs, which makes them easier to unionize.

UNION SCOREBOARD		
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SCORE BOARD

Who are the winners (and losers) of the labor movement? Don't guess, just check the LRI Scoreboard

[View this month's scoreboard \(archives also located here\).](#)

[Download a PDF of this month's scoreboard.](#)

Emergency Room Agenda

The late Albert Shanker, longtime head of the American Federation of Teachers, summed up his [union's agenda](#) like this: "I'll start representing kids when kids start paying union dues." If the healthcare bill is passed, the parallel version of this quote may well become, "I'll start representing patients when patients start paying union dues."



A Denver Post article characterized union leaders from the Colorado Education Association as putting public education on the backburner until union members are taken care of. It is scary enough to realize this is reality in the classroom, but can you imagine it becoming the norm in the emergency room?

FREE! EFCA Strategy Review & Vulnerability Audit



This has quickly become one of our most popular programs, in light of upcoming labor law changes. It is more important than ever to assess both the internal and external factors that contribute to your company's vulnerability to union penetration, and formulate action plans to shore up any uncovered weaknesses.

- What are the **most likely labor law changes**, and how will they impact my vulnerabilities?

- What are the **six strategies** I can implement to strengthen my defense against union encroachment?
- When do I talk to my employees about unions? **What do I say about unions?**

CLICK [HERE](#) to schedule your free 30-minute consultation with Phil Wilson, LRI's President and General Counsel.

Vulnerability Assessment White Paper:



"Is There A Target On My Back: Myths and Best Practices in Assessing Vulnerability to Union Organizing"

- Why just rating people on a 1 to 5 scale is not reliable
- How to use "multiple dimensions"
- Ways to use the "80/20" principle in your survey process
- ITMS (or It's The Margin Stupid)
- The "Road Map" to use to fix problems *before* the organizer shows up

[CLICK HERE](#) to **download now!**

Caught In A Time Warp

Teamsters President James Hoffa is calling for America to once again [return to protectionism](#). This will have a negative affect on our country in terms of job losses and raising prices on durable goods. Hoffa supports implementing tariffs and banning trade deals that would require our government to privatize services and deregulate industries.



Such outdated thinking would stifle the sluggish American Economy, and constrict the range of choices on what products

Americans could access. Unions have promoted this tactic in the past to ensure a ready market for union-made products, turning a blind eye to the impact of such restrictive economic and regulatory policies.

Sticky Fingers!

[Current charges or sentences](#) of embezzling union officials:

Christopher Scott Tidwell – UTU: \$22,264

Thomas Jon Witham – IBB: \$50,000

David St. Denis – CAW: \$13,000

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