

UNION BUSTING

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During the organizing campaign management will eventually hire a Labor Consultant (union buster) to run their anti-union campaign. The union buster will orchestrate management's anti-union campaign and make all decisions regarding the campaign. They are aware of management's advantages, both logistically and legally, and will use these advantages to counter the pro-union campaign. Usually, you never see the union buster, but their presence will be felt. Their campaign is built on deceit and lies. They will spread rumors and mistruth about the OPEIU and the union organizing process.

What can I expect from the union buster?

- Captive audience meetings. Management will hold captive audience meetings during work hours. They will have several unfounded reasons why they believe it is in the carrier's best interest to remain free from "outside interference".
- One-on-one meetings. Supervisors will hold one-on-one meetings with individual employees and try to convince them that they need to remain union free.
- Letters. The union buster will prepare anti-union letters for management to distribute at the bases and to send to employee's homes.
- Anti-union committee. The union buster will help the carrier form an anti-union committee. They will provide the resources and make promises to those who join.
- Sudden changes. Management will suddenly be interested about the employee's issues and concerns. They may implement phony committees and grant wage and/or benefit improvements.