CONFESSIONS OF AN UNION ORGANIZER

Permanent Solutions
Labor Consultants, Inc.

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Former Top-Level Union Organizer and Coordinator

- Coordinated the Detroit Newspaper Strike
- Coordinated and Implemented the alliance between the California Nurses Association and the United Steel Workers
- Organized and Coordinated over 750 campaigns nationwide
- Grew tired of union deceit and corruption
- Left the union to provide consulting services to management to avoid union organizing situations and win elections when necessary
Presenter: Keith Peraino

- Registered Nurse with a BA from Lehigh University, a BSN from Jacksonville University, and a MS in Healthcare Administration.
- Keith has a background in emergency and critical care nursing.
- Keith had joined the New York State Nurses Association with the hopes of improving the nursing profession through collective bargaining.
- Mr. Peraino spent years directing extensive organizing campaigns.
- He has extensive campaign experience and was a senior human resources official for the largest healthcare system in New Jersey.
- Keith’s experience with the union, organizing, negotiating, and handling contract administration and arbitrations has provided rare insight into the methodology currently employed the nation’s largest healthcare unions.
- Keith Joined Permanent Solutions Labor Consultants in 2007
Inside the Union
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Confessions…

Expect the Unexpected…
This is what an organizer is really doing…

To win a campaign!
Organizers give the illusion that workers will have a “voice”

The union campaign becomes the battleground

An organizer does whatever it takes to win hope.

Organizers win by building trust with the workers

The trust is often “false” trust

- I would never promise to get better benefits. I would promise to negotiate better benefits.

Organizers are trained to key in on personal issues and create company issues
Know the Real Organizer

- Organizers know what neighborhoods target workers (and management) lives in.
- Organizers get into the minds of the workers, and not just the staff, but management as well.
- Organizers know about their families, their spouses, their children, who they were friends with.
  - The purpose: to learn what emotional issues can be raised and what intimidation tactics will work effectively.
- Organizers know everything about you before you know they are there (If they are any good!)
Unions still use fear and intimidation tactics
They want you to know they are there
Hanging out outside your facility, pro–company employee hangouts, pro–company employee homes, management homes
Turning employees against other employees
Turning employees against management (and vice versa)
Turning public against management
They have two goals:
- Strike fear in non–union supporters
- Force management into making mistakes (Emotional)
Salting the Workforce

- Salting – implanting pro-union “moles” into an organization for information and support
- At one time I had 50 salts in one company working in virtually all departments
  - Including Human Resources, Executive Assistants and a Vice President (My personal favorite).
- Salts would deliver a pro-union message, get vital information and report EVERYTHING back to me
  - No information was too private
    - Org Charts
    - Personnel Files
    - Site Diagrams
    - Policies & Procedures
    - Security Schedules and Routes
    - Financial Statements
    - Personal Information

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Bags of trash is brought back to the “war room” for investigation
- Bank statements
- Time sheets
- Memos
- Social Security Numbers

Dangerous material = Organizers GOLD MINE!
- Letters to mistress, photos, damaging emails
- In one instance letters were found and mailed to:
  - Community Leaders
  - Board Members
  - Employees
  - Wife
- Easy win… If he can’t be “trusted” by his wife, why should the workers trust him!
The law may require 30% but most organizers won’t touch a campaign until 65–70% is inevitable.

Organizers do “swindle” signatures

Sign in sheets for meetings
- Name/Address/Phone Number

Intimidation
- If someone said “no”, I knew where to park my car the next night

Employee surveys
- Questions crafted to get signatures
A good organizer knows that he must sacrifice employees to create issues.
- If an employee knows the “right” answer at a public meeting, he may be accused of working with management and thrown out.
- If an employee is seen after work hours with a manager, the union will make an example of him/her.
- If an employee makes anti-union statements he will face consequences.
- If an internal organizing team member is not doing what he/she is asked to do, they are singled out.

Organizers do this to create emotion, create issues and force the workers to “fight their own fight”.

In my organizing days:
- I caused lifelong friendships to be fractured.
- I caused 20 year employees to lose their jobs (voluntarily and involuntarily).
- I caused several divorces.

Did I care?
- At the time this was my job… I only cared about WINNING!
QUESTIONS???
Thank You!

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