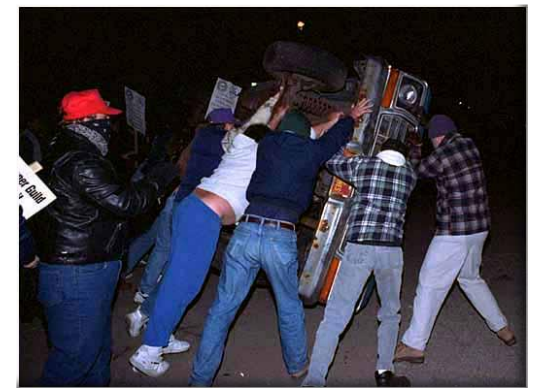


CONFESSIONS OF AN UNION ORGANIZER

Permanent Solutions

Labor Consultants, Inc.



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Presenter: Ricardo Torres

- ▶ 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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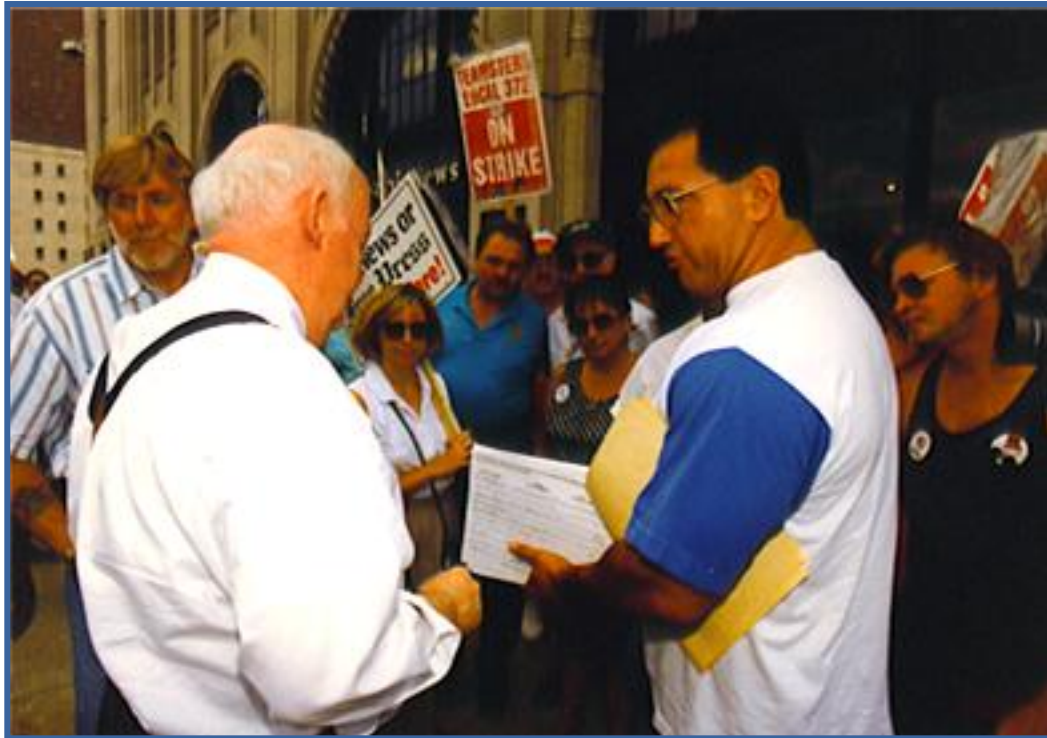
Inside the Union



Inside the Union



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Inside the Union



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Confessions...

Expect the Unexpected...
This is what an organizer is really doing...
To win a campaign!

Know the Real Organizer

- ▶ 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!)

Fear & Intimidation

- ▶ 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

Turning Trash To Gold

- ▶ 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!

Obtaining Signatures

- ▶ 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

Sacrificing for the “Greater Good”

- ▶ 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

QUESTIONS???

Thank You!

For more information
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