

DON'T LET UNION BOSSES TAKE AWAY YOUR FREEDOM!

As Americans, one of the basic values we cherish is the freedom of choice. We put a high value on being able to make up our own minds without having someone tell us what to do. This is why an overwhelming majority of Americans believe that workers should be allowed to choose for themselves whether or not to join a union, without coercion and intimidation.

But for thousands of workers across the country, that freedom is under attack. United Auto Workers (UAW) union bosses and Johnson Controls Inc. (JCI) – which has significant local operations in Athens – are working to take away these basic freedoms and prod employees to accept unionization by the UAW, whether they like it or not. This is un-American and wrong, but it is happening this very week – right here in Athens, Tennessee.

There is nothing neutral about a “Neutrality Agreement”

Last summer, UAW union operatives forced Johnson Controls’ top brass to sign a so-called “neutrality agreement” in order to end several crippling strikes. The agreement covered workers in 26 company facilities, including many where a majority of employees had already rejected unionization by the UAW.

Despite its title, the agreement between the UAW and Johnson Control is anything but “neutral.” Under the arrangement, UAW union operatives are given wide access to employees’ “personal information and company facilities.” *Do you want union operatives to be given your name and address by your employer?*

Also, Johnson Controls employees have been forced to attend company-paid “captive audience” speeches, in which they are told that, if they do not support the union’s organizing effort, they risk losing potential job opportunities.



After this non-union worker was horrified to find that UAW militants in Winchester, VA, had placed a severed bloody cow's head on her car, they posted this makeshift “Wanted Dead or Alive” poster throughout the plant.

During the mandatory speeches, workers do not hear about the numerous jobs that have been lost, and the businesses all over the country which have been shut down over the past decades because of excessive union demands or violent strikes. For example, last month in Grand Rapids, Michigan, the Bosch auto parts supply company closed a UAW-represented factory and laid off over 1,000 workers. During JCI’s “captive audience” speeches, not a word is said about that employment debacle and its effect on the local community.

Do you want union organizers paying you a “home visit”?

So-called “neutrality agreements” are nothing more than a license for union bosses to force workers into accepting compulsory unionism. As part of these agreements, workers are denied the ability to accept or reject unionization through a secret ballot election. Instead, union operatives are allowed to sign up workers under a “card check” authorization scheme, in which workers are often misled, harassed, or threatened into signing union authorization cards. And, once UAW officials “sign up” a majority of the workers, Johnson Controls will immediately recognize the union as the sole and exclusive representative of all

workers, even those who did not sign a card.

Armed with a company-provided list of the names and addresses of each employee, union officials often conduct “home visits” in which they force workers to sign the cards. Would you want union thugs paying you a visit to “discuss why you should sign up?”

As more workers reject compulsory unionism in secret ballot elections nationwide, union organizers are becoming more desperate. Rather than work to earn your support, union operatives focus on forcing your employer to do their work for them. These “neutrality agreements” and other “top-down” organizing techniques are designed to force employers to recognize unions – without a secret ballot vote by the affected workers.

We are here to help provide free legal assistance to employees

Big Labor is afraid to let workers choose for themselves in a fair secret ballot election; they know that without coercion, many workers will reject unionization. But the National Right to Work Legal Defense Foundation wants workers all over the country to know that they can resist these coercive arrangements. Workers do not have to sign union cards, and they cannot be coerced or harassed or threatened into doing so.

National Right to Work Legal Defense



AP Photo

Foundation attorneys are available to provide free legal assistance to workers who feel they are being unfairly coerced by any union official or employer which signs a “neutrality agreement.”

Please call the National Right to Work Foundation at 800-336-3600 or visit www.nrtw.org for information about protecting your rights.