



TIPS FOR RESTAURANT MANAGERS

How To Train & Prevent Unionization In Your Stores

UNION FREE GUIDE

Part 1: Signs of Unionization in Your Restaurants

1. A different, more qualified type of applicant applies
2. Employees who normally talk to management no longer do
3. Employees immediately stop talking when management approaches
4. Employees start questioning management's authority
5. Employees spend more time than usual on breaks
6. Employees who are never seen together start talking; strange alliances form
7. The nature of employee complaints change and the frequency increases
8. Excessive critical and probing questions concerning policies and benefits occur
9. Argumentative questions are asked of management in front of other employees
10. "Group" complaints are made either directly or by petition



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11. A new leader “appears”
12. Employees are divided into two groups - hostility is evident
13. Good employee performance falls and poor employee performance increases
14. Employee turnover increases
15. “Shop talk” changes to union terms such as seniority, grievance and bumping
16. Union items such as contract settlements start appearing on bulletin boards and locker rooms. Ad slogans directing humorous barbs at the company also appear
17. Any departure from the norm - ooc - out of character

Part 2: Engage employees in conversation so they know you care about them and maintaining a union free environment. Show them a union is not in their best interest!



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FOE

Your right to communicate without being asked!

Facts:

- a. 9 out of 10 private workers are non-union
- b. Union dues average 2 hours pay per month

Opinions:

- a. A union would interfere with the good things
- b. Don't sign a union card because...
- c. Unions do not have a place in today's competitive market

Examples:

- a. A company went under after 8 years with a union
- b. A company started out with 12,000 employees, after unionizing it has about 2,500
- c. UAW helped force GM into bankruptcy
- d. My last job was unionized and I got laid off



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TIPS

What you need to avoid!

THREATS: The Company will never:

- a. Sign a union contract
- b. Promote union supporters

INTERROGATION:

- a. Who is going to the union meeting tonight?
- b. How do you feel about the union?
- c. Raising the topic of unions in a management office or employee's home
- d. What are employees saying about the union?

PROMISES: If you vote against the Union:

- a. You will get a raise and/or promoted
- b. You will get that extra week's vacation

SPYING (SURVEILLANCE):

- a. Attending union meetings, even if invited
- b. Driving around the union hall's parking lot
- c. Telling people you know who was at the meeting - even if you