

Labor Union Organizing in the Archives

Sharmila Bhatia (NARA)

Jen Eidson (University of Maryland)

Kevin Delinger (Georgetown University)

MARAC Spring Conference 2019

Morgantown, WV

April 13, 2019

Unionization at the National Archives

Sharmila Bhatia

13 April 2019

MARAC Morgantown, WV



AFGE



COUNCIL OF NATIONAL ARCHIVES LOCALS

AFGE Council 260

AFGE Local 2578

- 303 Members
- East and Midwest Facilities

AFGE Local 104

- 249 Members
- 2 Facilities: National Personnel Records Centers, Military & Civilian

AFGE Local 1200

- 33 Members
- West Coast Facilities
- 2 Agency Local: NARA & USCIS

1966 AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

117 Charter Members

A few well known archivists:

Meyer Fishbein

John Taylor

Leonard Rapport

Harold Pinkett

Sara Jackson

James Moore



The logo for the American Federation of Government Employees (AFGE) is located in the top left corner. It consists of the letters 'AFGE' in a bold, yellow, sans-serif font. Below the text is a yellow circular emblem containing a map of the United States. Underneath the emblem are three stylized human figures in yellow, with their arms raised as if holding up the globe above them. The entire logo is set against a dark blue rectangular background.

AFGE

Challenges

- Educated professionals, such as archivists, IT professionals, educators, records managers, don't believe unions are for them
- All Bargaining unit employees are entitled to representation
- Member Dues support the work of the union
- Dues can be barrier
 - Each local sets the dues for membership
 - Locals are obligated to pay tax to the Council and National organization

The logo for AFGE (American Federation of Government Employees) is located in the top left corner. It features the acronym 'AFGE' in yellow, bold, sans-serif capital letters at the top. Below the text is a yellow circular emblem containing a map of the United States. At the bottom of the emblem, three stylized human figures are shown in yellow, with their arms raised as if holding up the globe above them. The entire logo is set against a dark blue rectangular background.

AFGE

Collective Bargaining Agreement 2019

- Timeline:
 - November 2017: Training in Interest Based Bargaining and established ground rules
 - January 2018: Began negotiations
 - Each bargaining session consisted of 3 days for a total of 7 sessions.
 - July 2018: Completed negotiations

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AFGE

Collective Bargaining Agreement 2019

- May 25 President Trump issued 3 Executive Orders
 - E.O. 13836 - Developing Efficient, Effective, and Cost-Reducing Approaches to Federal Sector Collective Bargaining
 - E.O. 13837 - Ensuring Transparency, Accountability, and Efficiency in Taxpayer-Funded Union Time Use
 - E.O. 13839 - Promoting Accountability and Streamlining Removal Procedures Consistent with Merit System Principles

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AFGE

Collective Bargaining Agreement 2019

- February 7: Issued National Agreement
 - November 30: Ratification by the Executive Board of the AFGE Council 260
 - December 3: Notified Agency of Ratification Vote

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AFGE

Collective Bargaining Agreement 2019

Significant Changes

Safety in hot and cold environments

- Allows water in FRCs
- Stop work at 106 F (previously 130 F)
- Requires actions at 91 F - 105 F range (heat breaks, water)
- Provide cold weather gear for areas below 35 F
- Cold breaks (15 minutes per hour)

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AFGE

Collective Bargaining Agreement 2019

Significant Changes

Employee Rights and Representation

- Adds gender identity to the list of protected classes of employees
- Modifies grievance and arbitration procedures
- Provides computer access to all employees

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AFGE

Collective Bargaining Agreement 2019

Significant Changes

Work schedules

Performance Management Systems

Hiring, Details, and Reassignments

Contact information:

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301-837-1519

54 Years of AFSCME at University of Maryland

Jen Eidson

April 13, 2019

MARAC: Morgantown, WV

AFSCME Local 1072

Regional council #3 is made up of 42 other locals, including Local 1072 for University of Maryland, College Park.

In 2019, there are 3,500 exempt and non-exempt staff represented at University of Maryland.

Current President: Dawn Jackson

Current Vice President: Sally Davies

Image: The Diamondback, May 6, 1981

Join AFSCME Local 1072



The AFSCME Local 1072 Executive Board urges all campus employees to join the union and become part of the fight for better working conditions, decent pay, and a collective bargaining contract.



AFSCME

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

For information about the union: Call Lynda Clendenning, Local 1072 President, at 277-1852

AFSCME 1072 Insurance Program LIFE — DISABILITY — DENTAL

Life

Through the efforts of your union, an agreement has been made with the A.M. Thompson Insurance Service to offer you a very attractive plan of Life Insurance to you as a member of AFSCME 1072 and to your dependents.

FAMILY PROTECTION PLAN. Underwritten by the Travelers Insurance Company.

- This is **Permanent Life Insurance.** The contract will remain in effect when your Group Insurance reduces or terminates. The contract goes with you even if you change employment.

- The contract builds cashloan and paid-up value for future security. Contract is paid up at age 65 (unless purchased when insured is 55 or older).
- Information required usually limited to a brief questionnaire.

- Premiums are paid by convenient Payroll deductions. Choices from Plan A, B, C, or D. (\$5.00, \$4.00, \$3.00 or \$2.00 per week)
- You may re-enroll family members without enrolling yourself.

Disability

Disability Insurance is also available to AFSCME 1072 members. Weekly benefits are paid (after the 14th day of accident or illness) starting at \$50 to \$175, depending on your annual income. Premiums are paid through payroll deductions.

Dental

A DENTAL PLAN FOR YOU AND YOUR FAMILY

- Quality Dental Care your Family can Afford Today
- A Dental Health Plan Direct from Dentist to your Family
- Personal Dental Care from a Plan Dentist of your Choice
- Group Health Economics on an Individual Basis.

WHAT ARE THE BENEFITS?
DENTICARE GROUP Plans provide all x-rays, exams, office visits, (2) cleanings, and other preventive dentistry at NO CHARGE. Some plans also provide for extractions and fillings (silver or white) at NO CHARGE.

More comprehensive dental surgery, lab work, treatment or procedures are provided at REDUCED fees. . . see description of benefits and surcharges. Subscriber pays ONLY the amount listed for any procedure directly to his plan dentist.

WHERE ARE SERVICES OBTAINED?
We have convenient dental offices serving families in your area. A list of participating offices will be made available to you. You select the office that is most convenient. If for any reason you wish to change offices, merely notify us first.

HOW DO I RECEIVE CARE?
Upon enrollment you will receive a personal membership card and membership information. To receive care, simply call your dental office for an appointment and present your identification card. Except under emergency conditions or when directed otherwise you will receive treatment and services under the plan at a plan dental office.

WHO IS ELIGIBLE?

You and your dependents are eligible, including children under age 19 or full-time students up to 23 years of age. Coverage of a child who attains age 19 will be continued while he or she is incapable of self-sustaining employment by reason of mental retardation or physical handicap.

CONTINUOUS COVERAGE

If you terminate your job or retire after you have become enrolled in this Plan through your employer, you and your dependents may continue to participate at the same premium rate if you notify the Plan within 30 days of retirement or termination. Payment must be on an annual basis.

Please send me enrollment information for

Denticare (dental insurance)

Life Insurance Local 1072

Disability Insurance

Name _____

Address _____

Phone: Home _____ Office _____

Employee's date of birth _____

Spouse's date of birth _____

Children _____

Send the above form to: A.M. Thompson Insurance Service
11 East Biddle Street
Baltimore, Md. 21202

Or Call: (811) 782-0114

A
Good
Bet

D I A M O N D B A C K
C L A S S I F I E D S

Call
454-2351

Local formed December 1965

AFSCME here 18 months

Unionization efforts intensified

By ROB WISHART

Efforts to unionize unskilled employes of the University are being intensified, according to both University and union spokesmen.

The American Federation of State, County and Municipal Employees, a member union of the AFL-CIO, has been on campus for at least 18 months, but only has about 20 members.

A union official said organizers are currently conducting a membership drive at College Park. "We have had representatives on campus all of this week," said Peter J. Moralis, international representative of AFSCME. He was contacted at his Baltimore office Wednesday.

Moralis said the union already has some 300

members in its local at the University's Baltimore campus.

When asked about the union's relationship with the University administration Moralis said, "you always have some resistance, but we hope to establish an amiable, harmonious relationship with the administration."

George Fogg, director of personnel at the University, said last night there was no antagonism at all between the University and the union. "We expect no trouble," Fogg added.

Moralis said the union "wants to bring the plight of the state employe to the attention of the public."

He cited the pay scale raises recently approved by the state legislature. "The raises

range from 8 to 14 per cent," Moralis said, "and the lowest paid employes got the smallest percentage in the new scale."

"Currently, a University employe may have to work forty hours a week and make less than \$32," Moralis said. "We would like to bring this level up to at least the minimum subsistence level," he explained. Moralis said the AFSCME considers the minimum subsistence level to be \$3,000 a year.

"But, our ultimate goal is collective bargaining power," Moralis said.

But Fogg said the pay of University employes is controlled by the state civil service commission, so the union could not deal directly with the University about salaries. "They will have to take their financial grievances to the state," Fogg said.

Early members became University Libraries staff

Craig Newman

Carleton Jackson

Saul Schneiderman

Sally Davies

Donald Craig

Cynthia Rock

David Sawyer

Recent Library members

Mary Dalto

Jen Eidson

Jim Miller

Rebecca Wilson

Many others....



Image: Staff picket line outside North Administration Building, University of Maryland, December 11, 1969.



AFSCME IN ACTION



OCTOBER, 1978

LOCAL 1072, UNIVERSITY OF MARYLAND, COLLEGE PARK

VOL. 8 NO. 10

Library workers benefit 3 Win Reclassification

Three AFSCME members who work in the campus library system have won a two-grade reclassification of their jobs. The victory will mean a pay increase plus back pay for each of the three.

Benefiting from this action were Katharyn Phillips, Carleton Jackson and Tini Nelson. The jobs were upgraded as a result of grievances filed and a re-evaluation of the positions by campus classification analysts.

Two jobs were upgraded: Billing Supervisor in McKeldin Library, currently held by Katharyn and formerly held by Carleton (who now works in the Undergraduate Library), and Billing Supervisor in the Undergraduate library, held by Tini.

This action is the happy ending to a tory which began with the general revision of the library assistant series last Spring. The results of three years of work were announced to library workers in April. Many positions in the library system were upgraded. Unfortunately, many other positions were left unchanged. Several members decided to file grievances to try to get their positions reclassified the new series.

This grievance concerning the Billing positions was denied at Step 2 by the library administration. That decision was appealed to Step 3 where it was heard July 18 by Bernard Williams. In addition to the grievants and their representatives, Judith Ignacio (acting head of McKeldin's Loan Department), and Dean Gattone (Library Coordinator of Circulation), also

(continued on page 6; see RECLASSIFICATION)



Standing (left to right) T. Nelson; Dean Gattone, witness; D. Craig, Steward; C. Jackson, Grievant; Judy Ignacio, witness; and (seated) L. Craig, Steward and K. Phillips pose for newsletter photo.

IN THIS MONTH'S ACTION

- FIGHT RACISM..... P. 2
- ANALYSIS: POSTAL WORKERS..... P. 3
- UNION NEWSLETTER--HOW IT GETS DONE P. 4
- KNOW YOUR RIGHTS ABOUT RECLASSIFICATIONS..... P. 7
- LOCAL ELECTION INFO P. 8
- THE CHRISTMAS PARTY IS COMING.. P. 8

Image: October 1978



Shop Talk

LOCAL 1072

A Newsletter for Library Classified Employees

Vol. 5, No. 1

Published by Library AFSCME Members

January, 1978

Union Pledges Help To Employees Once Series Is Implemented

The long wait for implementation of the new Library Technician series continues. In October, Library administrators originally promised it would be in effect by January 1. Now, in a memo released January 19, Library Director H. Joanne Larrar said that library personnel administrators will complete their work on February 10; campus personnel will then perform necessary audits.

Attached to the director's memo were the specifications for the new series. A quick perusal of the documents reveals them to be so poorly written as to, in all probability, create many new implementation problems. Supervisors, personnel officer Ron Naylor has admitted, were told

(cont. on page 2)

PERSEVERANCE Pays Off: SWITCH THROWN ON EXHAUST FUMES



Technical Services employees can breathe a sigh of relief--the gas crisis has ended!

On December 12, 1977, management representatives Ron Naylor and Carl Hays met with employees and agreed to resolve the diesel exhaust situation. Valerie Russell, Cindy Rock, Shelly Winakur and I attended the hearing on behalf of the grievants.

The crux of the exhaust problem, we discovered, was this: Physical Plant personnel were, for maintenance purposes, switching on the diesel generator every two weeks. At times smoke from this generator (which was installed to maintain pressure in the sprinkler system) was sucked back into the library and circulated through the ventilation system.

Resolution of the problem was simple: Library management and Physical Plant agreed to switch on the generator only at times when employees are not in the building.

Management also agreed to patch the holes leading from the generator room to the Order Unit on the first floor. This repair work, which was completed on January 9, was suggested as a remedy by the Environmental Safety Department when they toured the building November 23.

Thirty-nine people signed a union grievance; we persevered in our efforts to get a hearing; the issue has been resolved to the satisfaction of all.

Now, if we can get the heat fixed. . .

- Saul Schniderman

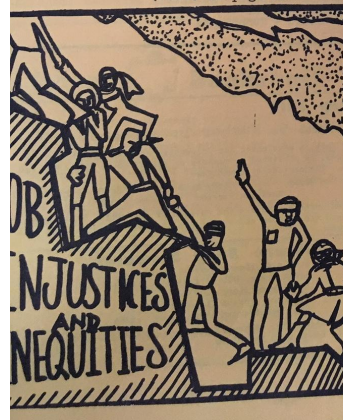


Image: January 1978

Union Leadership - “Dig where you stand”

1965-1976

First President - Gladys Jefferson
(Housekeeping)

1976-?

Second President - Linda Clendening
(Libraries)

[Clip from “Pay Equity” film](#)



Image: "Strike for Peace" sign on cross, University of Maryland, 1970

Union work, 1965-1998

AFSCME Local 1972 was very active

Shop stewards

Grievance procedure part of Maryland State law

Union representatives in University System by 1970s

UMD - College Park, UM-Baltimore,

Coppin State, Bowie State, Morgan State

Collective Bargaining

1998 – Collective Bargaining Agreement for Maryland State Employees

2001- Collective Bargaining Agreement for University of Maryland, College Park

MU to deal with union

By BOB KORN

A member union of the AFL-CIO, which represents unskilled University state employees, will attempt to negotiate directly with the University once it represents a majority of the unskilled workers.

The idea of collective bargaining with the University will be a departure from the usual policy. At present, any grievances concerning salaries must now be taken to the state government.

"We believe (collective bargaining) can be done anywhere," said Richard Chatak, international representative of the American Federation of State, County and Municipal Employees.

Chatak said that the union has had "very good response and cooperation from the University." In addition, the "employees are

responding very well" to the union.

Chatak estimated that there are 700 to 800 service employees eligible to join the union at the University.

Local 1072 of AFSCME, which has been on campus for over two years has approximately 100 members, according to Chatak.

Though the University does have a grievance procedure, Chatak said that he doesn't think that anyone using it "would get a fair shake."

"We're going to go through the grievance procedure to try and prove it's no good," said Chatak.

George Fogg, University director of personnel, said that "the University is making no objection to the union. Any employee can do anything he wants to."

"The grievance procedure is okay," said Fogg. Complaints get

the "careful attention of three University offices."

Although the union's biggest issue is with wages, Chatak noted several other problems the union is concerned about:

- employees working below proper classifications;
- call-in for absences is not standardized;
- employees being abused by working above or below job descriptions;
- posting of available jobs is inadequate;
- the grounds crew doesn't have uniforms.

Commenting on the unionization efforts, Chatak said, "We're not pushing, but trying to educate" the employees.

Currently Chatak is meeting with groups of employees in the areas where they work to explain the union's objectives and to answer questions.

Overview of Local 1072

Lots of opposition to AFSCME's work

Gradual increase in membership -> gained more interest with each new group

Housekeepers

Libraries

Grounds

Skilled Trades

Office Workers

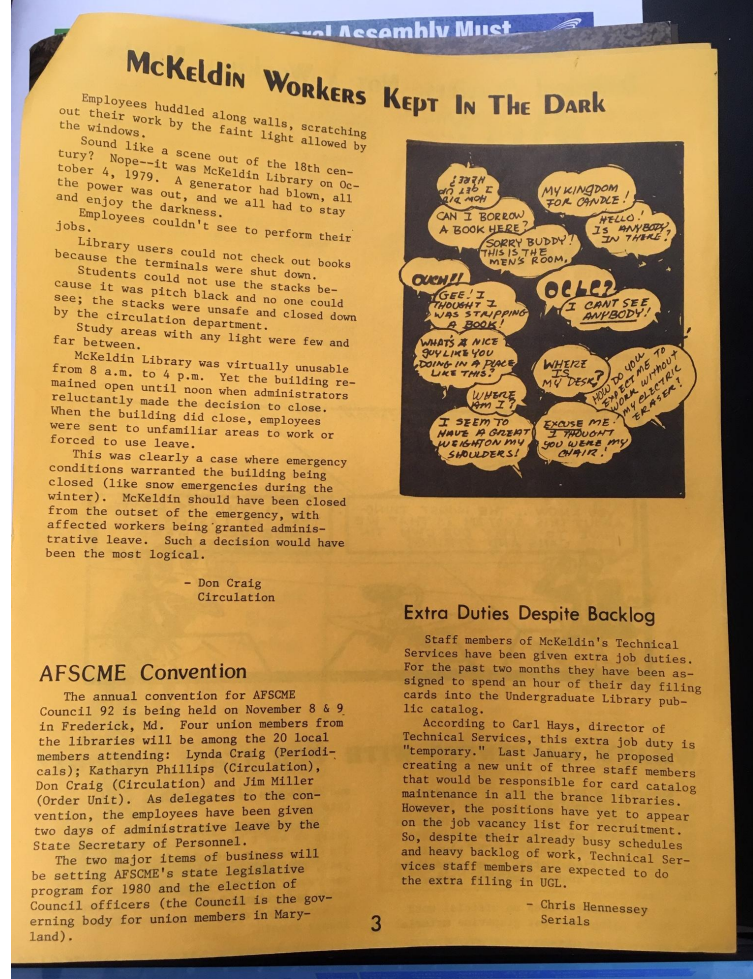


Image: October 1979

AFSCME Today at University of Maryland

Negotiate contracts with staff and University President

Represent exempt staff and non-exempt staff

The union does not represent students, graduate students, contracted staff, or faculty

Administration of State of Maryland and higher education not centralized

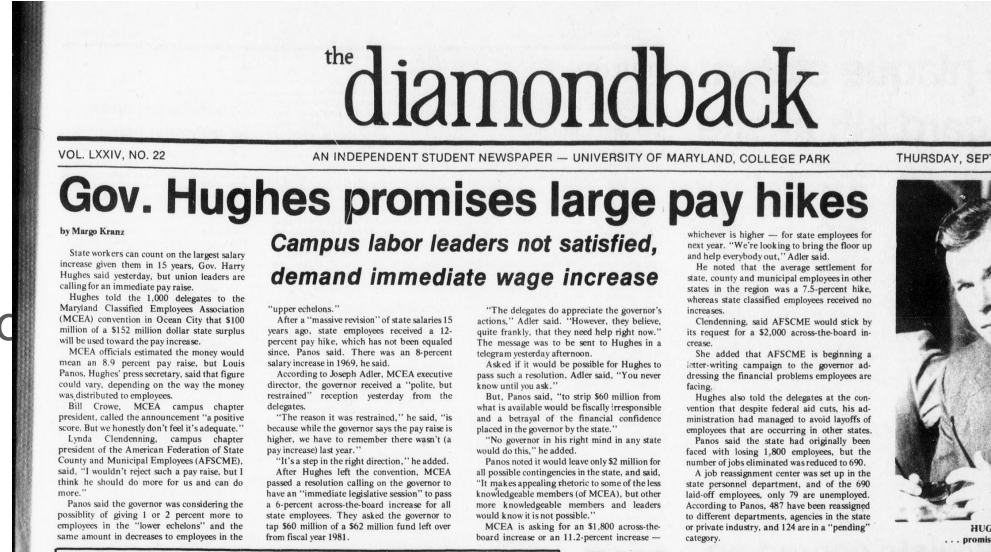


Image: The Diamondback, September 24, 1981

Current Initiatives

Social action and workplace organizing.

Working to get influence and create a better deal for staff.

Parking fees and safety on campus

Minimum wage: Campus versus County

Last time COLA was increased: 2% in 2015, 2% in 2019

Last time bonuses were received: \$750 in 2012, \$500 in 2019

Attending General Assembly to fight for additional 2% COLA

Current Initiatives

Merit increase a separate salary increase: 2.5% not distributed equally across campus

Ongoing improvements in CBA, long fought and won in 2001.

Campus Senate is a place for exempt/non-exempt to have a voice

AFSCME for the Libraries

Shop Steward

Library Assembly

Library Assembly Staff Affairs Committee

Library Assembly Staff Representatives

Libraries Human Resources

AFSCME Local 1072

Benefits of Union

Tuition Remission for Staff

COLA and Bonuses

Professional Development Day

Brief History of Archives Collecting Labor History

Several archival programs in the United States with labor history collections pre-dating 1950:

State Historical Society of Wisconsin

University of Michigan

New York University

Cornell University

Catholic University of America

First labor history collection at UMD was the Marine & Shipbuilding Workers in 1967

- o Cigar Makers
- o Bakery & Confectionery Workers
- o Tobacco Workers
- o Carpenters
- o AFL-CIO (most recent in 2013)

Sources

Notes from AFSCME meeting with Library Staff at University of Maryland, November 28, 2018.

Notes from meeting with campus AFSCME representative Sally Davies and library shop steward Rebecca Wilson, March 22, 2019.

Notes from meeting with Carleton Jackson, March 25, 2019.

Diamondback Newspaper: student newspaper at University of Maryland.

Digital Collections at University of Maryland

Contact Information

Jennifer G. Eidson
Special Collections & University Archives
University of Maryland
jeidson@umd.edu
301-314-1296



UNIVERSITY
LIBRARIES

Before & After: an example from a union archive

Kevin P. Delinger

April 13, 2019

MARAC Spring meeting

Morgantown, WV



Summary of 1st two presentations: key issues

1. The importance of the legal/political environment on union power.
2. Innovation is possible when the economic and political context allows it.
3. Primary concerns of unionized workers are typically--but not exclusively--"meat-and-potato" in nature: pay, benefits, working conditions, health & safety, job classification.
4. Importance of labor in archives, and archives in labor.
5. Labor-management relating primarily through grievance process is a recipe for perpetual strife.



The changing context of union organizing as seen in the records of the B&C / BCT / BCTGM.

1970s: Labor-management cooperation, efforts to build trust and empower workers to take increased responsibility in decision-making.

1990s: Concerted management efforts to curtail union power, including decertification.



Quality of Work Life Movement

“Its central thesis was that work-tasks should be redesigned to generate worker satisfaction and harmony in the workplace.” -- Oxford Dictionary of Sociology

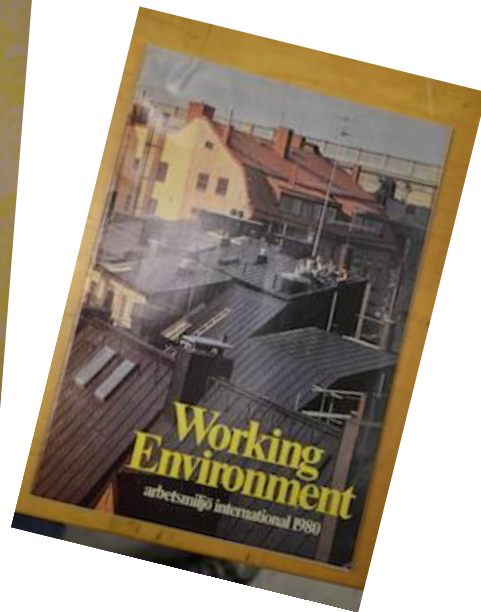
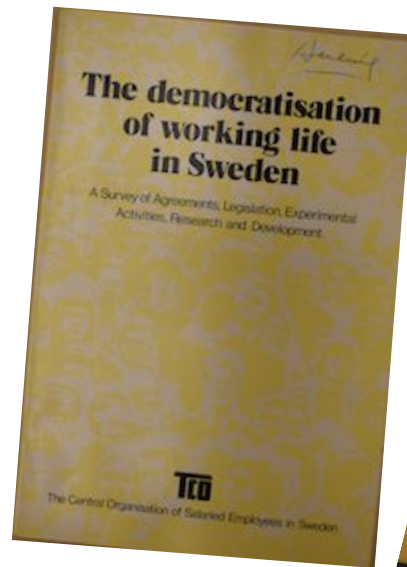
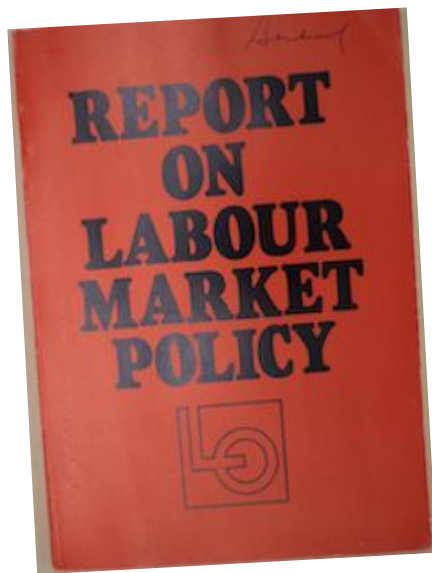
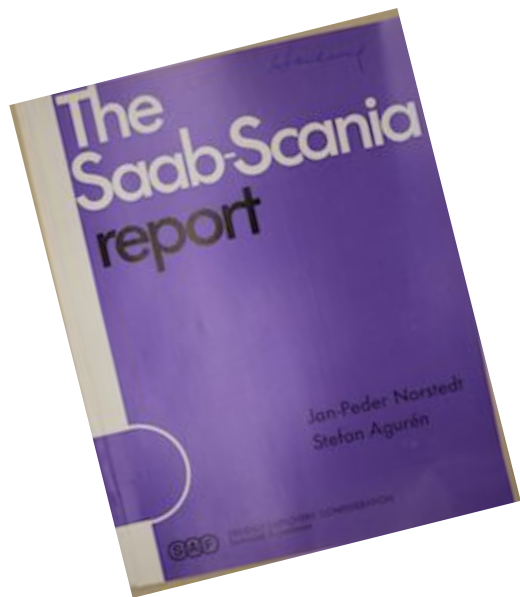
“QWL is a process of joint decision making, collaboration and building mutual respect between management and employees.” -- Deborah Shaw Cohen, *Training Magazine*, 1979

- Origins: both academic and governmental
- Psychological vs. political
- Underlying gendered perspectives
- Inspirations: Sweden and Japan



UNIVERSITY
LIBRARIES

Swedish literature in BCTGM collection on work-life projects





BCT/Nabisco QWL project, Houston, TX (1976-1980)

General aims

- 1) Increase workers' say on how they perform their work.
- 2) Increase workers' desire to contribute to higher productivity.
- 3) Explore possibility of constructive, but limited, cooperation to achieve shared goals.



Houston project: origins & early steps

- Genesis: B&C/Nabisco CBA negotiations, Aug-Sept 1975. (MOU signed)
- Preliminary step: launch QWL project at Nabisco Atlanta in March 1976, assisted by National Quality of Work Life Center
- First steps: visits by B&C/NQWLC staff to Houston plant to discuss plan with workers (which *wasn't* done in Atlanta); workers approve project in Dec 8 vote; project launches mid January 1977.



Core elements of Houston program: structure

Houston: Employees Joint Enrichment Committee, with numerous sub-committees organized by production lines & shifts (e.g., “Line 7 night shift”), or topic (e.g. social, training, working). Weekly meetings at each level.

- Given significant leeway to design their own goals, agendas, and methods.

National: JQWLAC: Joint Quality of Work Life Advisory Committee: equal membership between Nabisco and B&C national representatives (negotiating partners), with Lee Ozley from NQWLC. Monthly meetings? Joint meeting of Houston and National committees regularly (bimonthly?)

- Advisory capacity. Oversight of local activities. Keep EJEC’s activities within bounds of the possible.



Core elements of Houston program: sample

- Add burritos to cafeteria menu.
- Meats served on Thanksgiving and Christmas Menu be different; on one holiday serve turkey and dressing as usual and on the other holiday serve ham and brisket.
- Straps on trucks in distribution center need to be replaced.
- New elevator in the Bake Shop with 7500 lb. capacity: new requisition has been submitted and approved; elevator will be rebuilt or new one will be installed; present elevator still operating.
- Leaks in spray machines: requisition being submitted to alter machines so they can be cleaned in place; to include drains underneath; getting prices from contractor to resubmit requisition; will be completed last quarter of 1980.
- Computerized lard and water to south box mixers: requisition submitted and approved to update computer facilities to accommodate lard and water: micro processor will be installed for mixing department; should be completed December 15, 1979. (Completion date now extended to June 1980.)
- Tub ejector for spindle mixers: began work in June; one tub ejector has been installed although clamp does not hold tub; process is one-third completed.
- Labeling of switches on machine: need to identify which machine works on a series of buttons; packing #4 completed; line #4 is 35% completed; will be working in Bake Shop and on line #7 next month;



Problems

- Payment of committee participants
- Who should be included in project? Should non-union office workers? Should millwrights?
- EJEC participants not being replaced on production lines when pulled off to conduct committee business (as management pledged to do)
- Slow implementation of projects
- Grievances up or down? Productivity up or down? Divergent views a sign that collaboration never truly took hold?
- Division in rank & file between participants and non-participants?



Downfall

Houston Bakery Local # 163
we the undersigned do here by petition
the Intl. Union to withdraw totally
and immediately from the quality of
work life program. The program has not
produced any of the benefits expected,
and it has greatly reduced the effectiveness
of our union. The Co. is guilty of deliberately
violating our contract and defying the
union stewards with threats and
intimidation. We are depending on
you to carry out this mandate of the
people.

--Local union members' petition to end the QWL program with Nabisco in Houston.



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*Part II: 1997 Decertification campaign at
Frito-Lay, Vancouver, WA*



Decertification

- Union members can petition NLRB to hold an election to decertify the union as the legally recognized exclusive bargaining unit.
- There are restrictions and thresholds that petitioners must meet.
- Regardless of management involvement, unions by definition see “decert” campaigns as union busting.



UNIVERSITY
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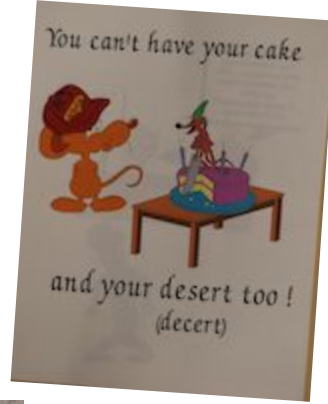
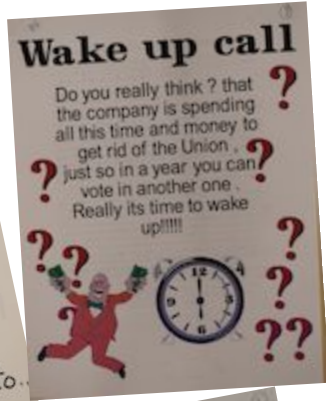
Background

Efforts through the 1980s and 1990s by corporate community to weaken unions.

Pro-management seminars on “negotiating tactics” a common platform for lawyers specializing in anti-union efforts to instruct companies on techniques to maximize leverage and undermine organized union locals. Key focus was on how to walk as close as possible to the line between legal and illegal tactics.



Union reaction--handbills





UNIVERSITY LIBRARIES

Union reaction--comparisons with non-union plants, facts (tax form, ballot)

Table with 3 columns: 1997, 1998, and 1999. The table contains financial data for the University of Maryland, including categories like 'Total Revenue' and 'Total Expenses'. The data is presented in a grid format with rows for different categories and columns for the years.

FORM LM-2
LABOR ORGANIZATION ANNUAL REPORT
MAY 18 1997

EMPLOYER INFORMATION
EMPLOYER'S NAME: [illegible]
ADDRESS: [illegible]
CITY: [illegible] STATE: [illegible] ZIP: [illegible]

UNION INFORMATION
UNION NAME: [illegible]
ADDRESS: [illegible]
CITY: [illegible] STATE: [illegible] ZIP: [illegible]

EMPLOYMENT DATA
EMPLOYEES UNDER CONTRACT: [illegible]
EMPLOYEES NOT UNDER CONTRACT: [illegible]
TOTAL EMPLOYMENT: [illegible]

FINANCIAL DATA
REVENUE FROM CONTRACTS: [illegible]
REVENUE FROM OTHER SOURCES: [illegible]
TOTAL REVENUE: [illegible]

UNION DUES
TOTAL DUES COLLECTED: [illegible]

UNION EXPENSES
TOTAL EXPENSES: [illegible]

A SECRET BALLOT ELECTION HAS BEEN SET FOR PRITTOLEY WORKERS

DATE, TIME AND PLACE OF THE ELECTION
DATE & TIME: Thursday, September 18, 1997, 10:30 pm - 12:30 pm and Friday, September 19, 1997, 6:30 am - 1:30 am & 2:00 pm to 6:00 pm
PLACE: Employer's Vancouver Washington Facility

HOW TO VOTE
VOTE BY MAIL OR IN PERSON AT THE POLLING PLACE

SECRET BALLOT SAMPLE
YES [X] NO []

DON'T GAMBLE WITH YOUR FUTURE
VOTE YES ON SEPTEMBER 18 & 19, 1997



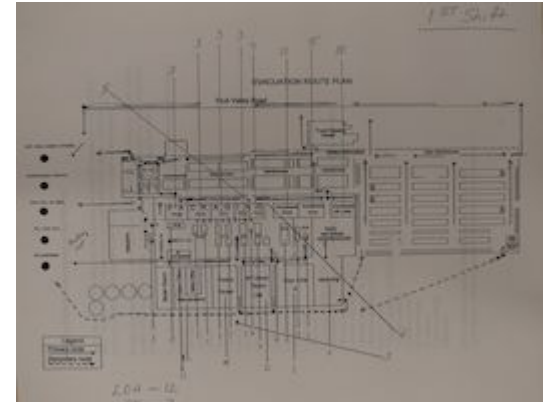
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Union reaction--database, plant map, visibility campaign

A photograph of a document page containing a grid of data. The grid has multiple columns and rows, with some cells containing text and others containing numbers. A red highlight is visible on the right side of the page, covering a vertical strip of the grid.

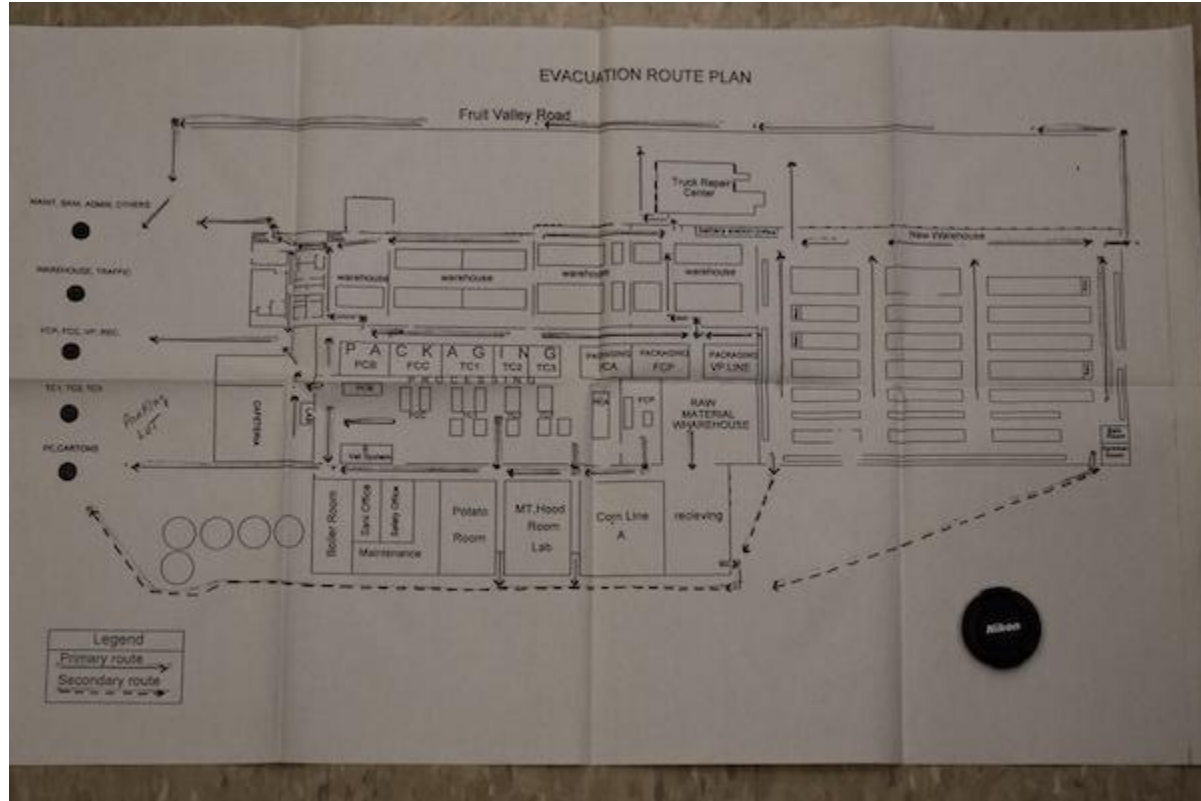
A photograph of a document page with a table. The table has several columns, including "Number", "Last Name", "First Name", "DOB", "DUAL/LEAD", "JOB", "RATING", and "SSE NUMBER". A large yellow highlight covers the "Last Name" and "First Name" columns for the first 15 rows of the table.

Number	Last Name	First Name	DOB	DUAL/LEAD	JOB	RATING	SSE NUMBER





Union reaction--large plant map





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Handbills from workers supporting *decertification*

EVERYONE RESISTS CHANGE BUT
CHANGE IS REQUIRED FOR GROWTH

THE
OPPORTUNITY
IS
REAL
THE
TIME
IS
NOW!

Let us vote! We deserve the right to Vote!

- * Fear of losing so much, is when you become overprotective. Keep an open mind.
- * We are doing this for everybody, because we need a change.
- * Change does not come without risk!
- * Let's not spend the next 20 years like the past 25 years!
- * It's yours, mine & ours... let us have the right to choose.

IF YOU CONTINUE TO THINK
LIKE YOU'VE ALWAYS THOUGHT...
YOU'LL CONTINUE TO GET
WHAT YOU'VE ALWAYS GOT!

THE TIME HAS COME TO VOTE IN OUR FUTURE. DO WE WANT TO LOOK
TOWARDS THE FUTURE OR THE PAST? WE MUST!

HOW CAN ANYONE SUPPORT AN ORGANIZATION THAT STANDS ON THREATS,
LIES AND INTimidATION?

WHY DON'T WE TRY TO GET TOGETHER WITH GREAT BODIES AND CREAT
INSTEAD OF PAPERWORK?

LOCAL UNIONS ARE ASKING HOW LONG DO YOU THINK THE VAN DYKE NEVER OFFER
THAT WE HAVE ASKED FOR THE PAST 25 YEARS WILL YOU OPEN?

DO YOU WANT THE PEOPLE WHO ARE TELLING THE LIES TO BE "NOT POWER"
TO REPRESENT YOU?

BELIEVE IN YOURSELVES AND YOUR ABILITIES DON'T LET YOURSELVES MAKE
THE MISTAKE.

CHANGE IS ESSENTIAL FOR THE SECURITY OF OUR HOME - TAKE OUR
PROBLEMS IN OUR HANDS!

THOMAS WILSON
TERRY DEPT
DAVID WRIGHT
BRADY FARRIS
TERRY BERTHOLD
ANTHONY
AND WARDEN
SANDY POTTS
DAVE WERTON



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Result and post-mortem reflections

Union defeats decertification effort, 192-146 (58% - 42%)

Lingering issues enumerated in post-campaign memos.



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