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1999

25th Hour Speech, circa 1999

Labor Relations Association, Inc.

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25th Hour Speech, circa 1999

Abstract

A sample speech to employees recommending they vote against union representation during the certification election.

LRA

— 25th HOUR SPEECH —

This Friday you have the opportunity to vote on whether you want union representation.

Our management doesn't want a union, and we believe that a large majority of our employees feel the same way. But it's your vote that will decide this. Both you and our management will be bound by the choice you and your co-employees make on Friday.

In its campaign, the union has "pulled out all the stops," since it has nothing to lose and everything to gain. The union has made wild promises; the union has used false figures and untrue rumors to mislead you and to tear down our managment; and the union has threatened and pressured our workers to try and prevent those who don't want this union from having their say. In short, the union has done anything to get your vote.

Our management has not made a single promise or uttered a single threat. What we have done is to try and give you straightforward answers and honest facts. We believe that the facts can lead to only one decision — no union here!

The decision you will make on Friday is your decision. This is the way it must be because you are the ones who will be most affected.

The union can only gain, through your dues, if you vote it in. If the union loses, it will simply try to organize at some other place.

Our management will operate, union or no union. We are not concerned with any strike threat. We are not worried about union pressure forcing an increase in our costs. We would deal with this union, as the representative of our employees, in the same way we deal with any outsider, on a cold, hard impersonal basis. There would not be and could not be consideration for the individual. We would be buying labor through a labor broker, a union, and we would pay only competitive prices for it.

But where do you stand? You would be bound by any contract the union negotiated, whether it was for your best interest or not. You would be pressured to join the union and pay dues. You would be subject to possible strike action, and the trouble and violence that goes with strikes, not to mention your personal loss of wages and other problems. You would face the day-to-day bickering and backbiting which goes with the union and its supporters. You would have to deal with two bosses — the union and its stewards and your supervisor.

It's your job. Your working conditions. Your decision.

LRA Note: *LRA's purpose in presenting this speech is to allow you the opportunity to pull out those ideas and thoughts which may be suitable for your special needs and purposes. This speech is not recommended for use "as is" without consideration by your own counsel or advisor. LRA's Communication Division is available to subscribers, upon request, for specific consulting assignments in the area of communications with employees during union election campaigns. For more information, call or write LRA directly.*

LRA **LABOR RELATIONS ASSOC., INC.**
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