McGaw Union Dos and Don’ts

Do Answer Your Trainees’ Questions, If They Ask
  • Tell trainees that it is up to them to decide whether to support the union or not, but that you hope they will decide to vote against the union.
  • Tell trainees that McGaw prefers that they remain non-union, and you would like them to vote no.
  • Tell trainees that McGaw prefers to deal directly with the trainees, without intervention from outside parties who have no real interest in the success of the McGaw.
  • Answer trainees’ questions about McGaw’s policies and benefits.
  • Answer questions from trainees who oppose the union regarding what they can do to oppose the union, telling them that they have a legal right to actively campaign against the union, and stress that they must obey the same rules and policies that are imposed on all trainees.

Do Tell Trainees What McGaw Will Do, If They Ask
  • Assure trainees that McGaw will continue to try to make McGaw a good place to train, whether there is a union or not.
  • Tell trainees there is no reason to think that McGaw’s past progress in wages and working conditions will stop if there is or is not a union. Stress that to stay competitive, McGaw must continue to move ahead whether or not there is a union.
  • Tell trainees that the union can demand improvements in wages and benefits, but they cannot guarantee them, and that the union cannot make McGaw do anything that it does not want to do.

Do Give Trainees Information About the Union, If They Ask
  • Tell your trainees that if they become union members, they will have to pay union dues.
  • Tell your trainees that if they become union members, a portion of the dues they pay will go to pay the salaries and expenses of the union officials.
  • Tell your trainees that they may lose the flexibility to problem solve directly with McGaw and may have to work through the union.

Don’t Treat Trainees Differently Based on Their Support or Opposition to the Union (McGaw Cannot Threaten, Interrogate, Make Promises or Spy on the Residents)
  • Don’t fire, reprimand, assign to a less desirable rotation, or otherwise affect the status of a trainee because of their union views or sympathy (or because he or she complains about working conditions).
  • Don’t threaten trainees in any way to deter them from union activity.
• Don’t retaliate against any trainee who is active in the union organizing or who files an NLRB charge or gives testimony to the NLRB.
• Don’t enforce McGaw rules more strictly against union supporters while being lenient toward those who oppose the union.
• Don’t promise or give trainees special favors for influencing other trainees against the union.

Don’t Treat Trainees Differently Than They Were Treated Prior to the Organizing Campaign
• Don’t promise to or grant trainees pay increases or new benefits during a union drive for the purpose of making the union less attractive to trainees.
• Don’t cut out trainee privileges, suddenly crack down on tardiness or absenteeism, institute tougher work rules, or otherwise attempt to punish trainees for union activity.
• Don’t question trainees about the causes of their dissatisfaction and expressly or impliedly promise to make corrections while a campaign is underway.

Don’t Intimidate Trainees
• Don’t question trainees about their union views, activities, or sympathies.
• Don’t ask a trainee how he or she is going to vote in an NLRB election.
• Don’t ask a trainee if he or she signed a union “authorization card” or attended a union meeting, if he or she intends to, whether other trainees have, or why anyone has done so.
• Don’t sponsor or circulate an anti-union petition among the trainees.
• Don’t engage in spying on trainees concerning their union activities, for example, standing or parking outside a union meeting place.