



We Won't Work 4 Less!

**The Coming Fight to Save
The Rand Formula**

Spring 2013

Ford Windsor 1945



A Little History



- Being in a “union job,” and paying union dues, was not always “automatic.”
- Workers had to fight, even go on strike, just to get the employer to talk to them (“recognition”).
- Workers couldn’t make progress until they could create a stable, strong structure for the union.

A Fair Solution

- Ivan Rand: Justice on the Supreme Court of Canada.
- Arbitrated an end to the 99-day strike over recognition/check-off at Ford.
- “The Rand Formula”: Individual workers in a certified bargaining unit do not have to join the union, but they do have to pay union dues.
 - Reflecting the services every member of the bargaining unit receives from the union.



Democracy at Work

- No certified union can exist unless a majority of workers in a workplace want it to:
 - Secret ballot vote in most jurisdictions.
 - Majority card-check in some circumstances.
- Workers who are unhappy with a union can decertify by majority vote.
- There is no such thing as “forced unionism.”



The Union Advantage



- Paying union dues is an investment in your economic future.
 - Higher wages (average union wages are \$5/hr higher: \$27 versus \$22).
 - Pensions (85% chance for union members, 20% chance for non-union workers).
 - Other benefits.
 - Protection against arbitrary dismissal.
- Because union dues “pay off,” you deduct them when you pay tax.
 - Similar to tax deductions for investors.
 - Unions are not “subsidized” by government.

It's Only Fair



- Nobody likes a freeloader.
- People agree that if you get something, it's only fair to pay for it.
- Certified bargaining agents are required by law to bargain on behalf of all workers in the bargaining unit.
- By making union dues a voluntary, individual choice, Conservatives are ratifying the principle of freeloading.

Going Backward

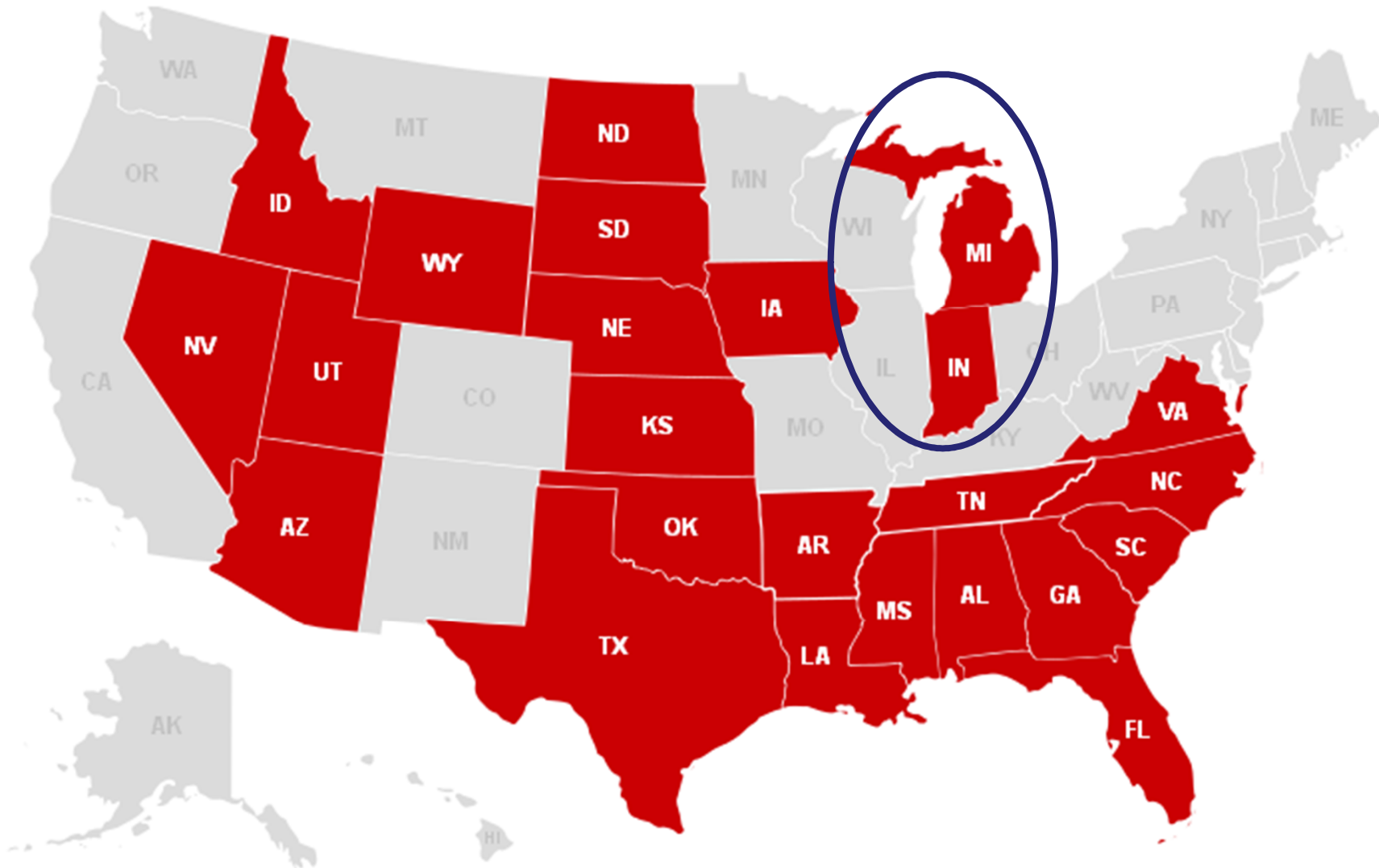
- 1935: Wagner Act (part of Roosevelt's "New Deal"), including right to dues check-off.
- 1947: Taft-Hartley Act, undoes much of that progress.
 - Context of "Red scare," McCarthyism.
 - Context of racism in deep south: conservatives hated unions' work to integrate workplaces.
- Allowed individual states to opt out of Wagner Act measures (including dues check-off).



So-Called "Right to Work"

- The first states to use Taft-Hartley powers to ban dues check-off were former slave states.
- "Right to Work" is a gross misnomer:
 - They do not give you the right to a job.
 - They prevent unions & employers from freely negotiating check-off.
- Without ability to collect dues, unions cannot function.
- Mobile businesses prefer to operate in a union-free environment.
- And so competitive pressures have led more states to do the same.

A Creeping Disease...



24 states, including IN and MI

Life Without Check-Off

	States With Check-Off	States Without Check-Off	Effect of Check-Off
Unionization Rate <i>(% of wage and salary workers, 2010)</i>	14.3%	6.5%	<i>More than double</i>
Avg. Weekly Wage <i>(\$ per week, all employees, 2011)</i>	\$925	\$760	<i>22% higher</i>
Workplace Fatalities <i>(per 100,000 workers, 2009)</i>	3.7	5.2	<i>30% lower</i>
Family Poverty Rate <i>(% of families below poverty level)</i>	9%	11%	<i>2 points lower</i>
Education Spending <i>(state and local spending per K-12 pupil)</i>	\$12,730	\$9,300	<i>37% higher</i>
Manufacturing Jobs <i>(decline since 2000)</i>	-33%	-30%	<i>Bad all around</i>
Sources: U.S. Census Bureau, <i>Statistical Abstract of the U.S.</i> (2012); U.S. Bureau of Labor Statistics; National Education Association, <i>Rankings and Estimates: Rankings of the States 2011</i> (2011); AFL-CIO, <i>Death on the Job: The Toll of Neglect</i> (2012). Unweighted averages. Michigan and Indiana included in check-off states since data precedes their abolition of dues check-off systems.			

Choosing Our Words



- “Right to Work” is a manipulative, misleading term.
- We won’t use it in our discussions and campaigns.
- We are working to save free collective bargaining, and preserve the Rand formula.
- “Right to Work” actually means “work for less” (**#work4less**) and the right to freeload.
- We will link this to the overall low-wage agenda.
- We will talk about fairness for all workers.

The Battle Comes to Canada

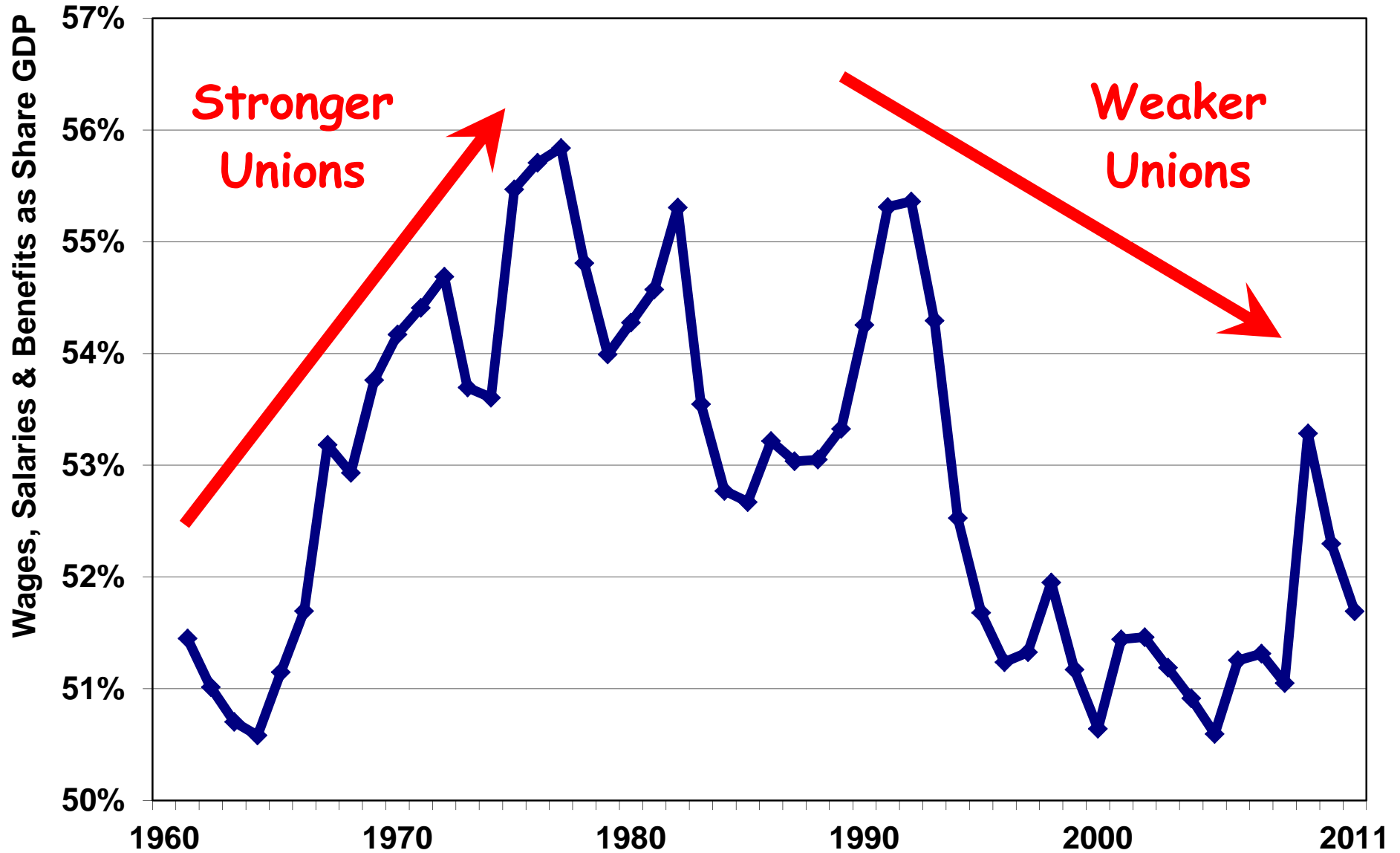


- For the first time, powerful mainstream conservatives are demanding Canada follow U.S. laws and abolish the Rand formula.
 - Saskatchewan (Brad Wall).
 - Ontario (Tim Hudak).
 - Federal jurisdiction (private members bill?).
- Unions here must mobilize to defend the principle of democratic majority unionism.

Already on the Defensive

- Union power peaked in Canada in the 1970s.
 - Supportive government policies & laws.
 - Workers had high expectations, demands.
 - Economy was strong, less globalization.
- Neoliberal policies have been working to roll back those gains for 30 years.
 - Hostile labour laws (mandatory votes, less protection for organizers, harder to get a contract).
 - Aggressive, mobile employers.
- Weaker unions mean all workers are getting a smaller slice of the pie.

Workers' Share of the Pie



Unions Matter to Everyone!



- Evidence shows stronger unions lift wages/standards for all the labour market.
- Unions are the “voice” for workers in broader economics, politics, culture.
- Can you imagine what Canada would be like without unions?
 - All workers would be worse off.
- We need to show Canadians that unions serve the public good, to win popular support to keep the Rand formula.

Get Ready for the Fight of Our Lives

- CAW, CEP, and labour movement will be mobilizing a top-priority campaign:
 - Public education about unions.
 - Refute lies about “forced unionism.”
 - Lobbying / pressuring government (including Conservative MPs and MPPs).
- CLC and provincial federations will play a crucial role.
- We will even enlist businesses to speak out.
- Get ready: **WE NEED YOU!**

Key Messages

- Unions are crucial to well-being of all workers.
- Check-off is crucial to union survival.
- Unions only exist with majority support of members in workplaces.
- Everyone in a bargaining unit benefits from the union.
- It's only fair that all members pay their fair share.
- The attacks on the Rand formula, and unions in general, are part of a bigger strategy to drive down wages and boost profits.

Step-by-Step Action Plan

1. Talk to your members.

- *Including union awareness, other courses.*

2. Talk to the public.

3. Talk to employers.

- *Remind them that stability is good for them, too.*

4. Pressure politicians.

- *Including campaigns in the coming elections.*

5. Act as needed.

Watch for: *leaflets, videos, research & data, other supporting materials coming.*



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