

What Is an Inside Campaign and How Might It Help Local 290 Members Win a Fair Contract?

We have several options available as we near the end of negotiations:

- a. Agree on new contract.
- b. Temporarily extend the existing contract.
- c. Strike.
- d. Let contract expire, work day by day and conduct "inside campaign".

What are the benefits of an inside campaign?

- a. Union activities are permitted that may create enough pressure for the contractors to agree to a more favorable contract for Union membership.
- b. Contractors may violate the National Labor Relations Act (NLRA). These Unfair Labor Practices may give the Union opportunity to call an unfair labor practice strike.
- c. Contractors may initiate a lock out resulting in the potential for Union members to collect unemployment while picketing and gain favorable public opinion.
- d. Contractors cannot cut wages or make other major changes. The NLRA requires that contract terms be maintained.

What are the risks of working without a contract?

- a. Contractors could decide not to collect dues.
- b. Arbitration duty generally disappears (pros and cons to this).
- c. Contractors may try to implement contract proposals not yet agreed upon. However this is allowed only if bargaining is at a specific impasse.
- d. Partial or intermittent strikes may lead to a situation where contractors could fire those who participate.
- e. Workers cannot deliberately reduce output.

What union activities work during an Inside Campaign?

- a. Handbills build unity.
- b. Rallies inform the membership.
- c. Wearing of insignia is mostly protected by NLRA.
- d. Off duty picketing is allowed with no repercussions and break time demonstrations are permitted.
- e. Rank & file may "work to rule" and refuse all voluntary overtime

You Have Choices Other Than To Settle or Strike!

- Members retain right to vote to strike.
- Gives members more flexibility.
- Tying strike to contract vote never worked before.
- Rank & file decide strike vote separately from contract acceptance.
- Strike can be voted at any time.
- Takes away contractors' ultimatum.
- Shows strength to contractors - power in numbers.
- Keeps contractors off balance - they won't know what to expect or when it could happen.
- Work continues and Inside Campaign begins.
- Pressure is applied to contractors to negotiate more favorably.
- National Labor Relations Act prevents Unfair Labor Practices.
- Lockout could have more benefits than a strike.
- Keeps members working.

Written and circulated by the Rank & File Members of our290.com