

Labor Consultants to Management

WHO WE ARE H. SANFORD RUDNICK & ASSOCIATES is a Labor Relations firm with over 30 years of on-the-job experience. We represent companies throughout the country in all aspects of Labor Relations and Employment Activities. We step in when your business demands your attention or when the Laws or Rules of the National Labor Relations Board (NLRB), Equal Employment Opportunity Commission (EEOC), Occupational Safety & Health Agency (OSHA), State Labor Commissioner or other state or federal agencies and unions, come into conflict or overwhelm your company.

WHY SELECT US ■ Proven track record of results for satisfied Clients ■ Creation of a profitable, positive and efficient work force for your company ■ One-half the cost of major law firms ■ Personal contact with partners with many years of experience ■ Immediate response to answer your labor relations questions ■ We don't lose!

is a graduate of U.C.L.A. and Lincoln Law School. He is the author of two books: "The Red Zone" and "The Green Zone," and he hosts a TV program called "On Strike". Throughout his educational career he has developed a specialized interest in the field of labor relations. He has studied all facets of management, such as personnel relations, production efficiency, motivation of employees, collective bargaining, and Union elections. Sanford Rudnick's philosophy in the field of labor relations is founded on the belief that Management should have the freedom to run their company as they "see fit" and to maximize their profit. Management also has the responsibility to treat their employees fairly so that the employees as well as the company can both prosper. Mr. Rudnick's Web page address is www.rudnick.com and E-Mail address is sandy@rudnick.com



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& ASSOCIATES**

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H. SANFORD RUDNICK, J.D.

CONFIDENTIAL

PLEASE DELIVER THE FOLLOWING PAGES TO:

NAME: KEN WILKS PRESIDENT
FIRM: CONSTRUCTION METALS
FAX #: 510 670 4713
RE: MY FIRM HAS WON ELECTIONS AGAINST TEAMSTERS 853

**URGENT LETTER CONCERNING THE
NATIONAL LABOR RELATIONS BOARD
NEW VIDEO TAPE PROGRAM
WILL WIN YOUR ELECTION**

Recently, your firm was selected as a target for a Union election since a petition was filed at the National Labor Relations Board.

H. Sanford Rudnick & Associates is a full-service Labor Relations firm with 30 years experience in winning hundreds of election campaigns against Unions at one-half the cost of law firms.

H. Sanford Rudnick & Associates will win your election. In fact, Mr. Rudnick has written three books, which will help convince your employees to vote against the Union. The books are "Achieving Job Satisfaction", "The Green Zone", "Resolving Conflicts and the Red Zone", "Achieving Success in One Minute."

Further, our firm has a unique video cassette, which educates your employees in less than 30 minutes, about the benefits of staying non Union. No other law firm or consulting firm in the country has this video program. (Call for your free preview video.)

If my firm can be of assistance to you in helping your company maintain your non-Union status, please contact me immediately by calling (800) 326-3046. (E-mail address: sandy@rudnick.com; web page address: www.rudnick.com)

Respectfully,


H. Sanford Rudnick, J.D.
Labor Consultant

1200 MT. DIABLO BLVD., SUITE 300 WALNUT CREEK, CA 94596 TEL: 925/256-0860 TOLL FREE: 800/326-3046 FAX: 925/256-0980

HOW TO A Union Election

In Less Than Twenty Minutes

H. Sanford Rudnick and Associates, Labor Consultants to Management, is nationally recognized for keeping employers non-union. Now, they have taken their many years of experience in winning Union elections and educating employers on how to remain a Union Free Organization by creating a video called *Facts About Union Elections: Questions and Answers*.

This video has been prepared exclusively for Employers to show their employees that it is not in their best interest to vote for a Union. The video covers ...

- The effects of Union Promises
- The effects of the cost of Union membership
- The effects of signing a Union card
- The effects of collective bargaining
- The effects of strikes
- The effects on employees's wages and benefits during the process of collective bargaining
- ... and many more topics which are important to your employees in the election.

This video is a MUST for your employees and CAN NOT BE OBTAINED FROM ANY OTHER LABOR CONSULTANT OR LAW FIRM. Cost per video kit is \$475.00 plus shipping. Each video comes with a brochure outlining the questions and answers on the video for employees.

To order, fill out the form below and enclose with your remittance to the address below. Please allow 1-2 weeks delivery. For further information, please call 1-800-326-3046.

Name/Company _____
Shipping Address _____
City _____
State/Zip _____
Contact _____
Telephone _____

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THINGS YOUR SUPERVISORS SHOULD TELL WORKERS

The supervisors cannot threaten, interrogate, make any promises, or spy on the union.

The employer does not want a union because it interferes with the personal relationship between the company and the employee.

Union Promises: Your employer pays your wages, not the Union. The union can and will make lots of promises, but the union will not pay you and can only guarantee you a lot of trouble.

You get nothing automatically. If you make the mistake of letting the Union win this election there will be no automatic union contract, no automatic increases in pay, no automatic benefits or anything else.

Instead, the Union will have to sit down with the Employer and bargain about everything. Everything you now have (wages, benefits, etc.) will go on the table and you could end up with less than you now have. Therefore, if the union wins, you may not be able to keep all the things you already have.

The Employer does not have to agree to any Union demands:

During negotiations, unions have a habit of making demands on the company, but the Company is not required to agree to such union demands.

Organizers are a bunch of salesmen: Union organizers want employees to think they have everything to gain and nothing to lose. **THIS IS A LIE.** Just ask the Union organizers who pay their wages. The union members do, by paying their hard-earned wages to the union in the form of dues.

Strikes: Suppose the union and the company cannot reach agreement. Then the union can call you out on strike (**NO PAY, BENEFITS OR ANYTHING**).

- a. The company can hire **PERMANENT REPLACEMENTS** for economic strikers. So, you **COULD LOSE YOUR JOBS.**
- b. The company pays **NO WAGES** to employees on strike.
- c. Under California law, strikers are **NOT ENTITLED TO COLLECT UNEMPLOYMENT BENEFITS;** and

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- d. The union could SEVERLY DISCIPLINE YOU FOR CROSSING AN UNAUTHORIZED UNION PICKET LINE.

The company does not want you to be on strike, losing your jobs, and not earning any money for yourself or families.

8. Meanwhile, the union people earn a nice salary, regardless of whether you are on strike or not. So it makes no difference to the union organizers whether you are on strike and you and your family have no money to pay for food, shelter, etc.
9. Dues: All unions require their members to pay dues. And what do you get for all the money you pay to the Union? The chance to pay more money to the union, and the risk of having the Union call you out on strike with the possible loss of your job.
10. Hiring Hall: If you vote the Union in, you may have to go through a "hiring hall" run by the union. Hiring is usually done on a "seniority" basis. If you go through the "hiring hall" family members and friends cannot choose to work together. (Example, suppose you have a son and you want him to work with you, etc.)
11. Don't let the union salesmen threaten and frighten you; listen to the TRUTH.
12. Vote "NO UNION. (Show them the "NO" symbol, so they will recognize it)
13. Emphasis that you are NOT asking about their union views or activities, but that you need and want their support.
14. Advise the employees that if they become union members, they will have to obey all the union rules found in the union constitution and bylaws. Instead of having one boss you will inherit two bosses, the union and our Company.
15. State that the Company prefers to continue to deal directly with its employees, without intervention by an outside union that has no real interest in the success of the business.
16. You should CONSIDER what you already have and the fact that you don't have to pay a union for anything.
17. You should CONSIDER the possibility of a union shop and being forced to join whether you want to or not, if you want to keep your job.

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18. You should **CONSIDER** that other people can reach into your pocketbook for more and more money in dues, fees, fines and assessments.
19. You should **CONSIDER** the possibility of a strike, and the Union has plenty of them.
20. You should **CONSIDER** the fact that a union cannot guarantee you anything, except dues.
21. You should **REMEMBER** that our customers provide the money to pay your wages, not a union.
22. You should **REMEMBER** that our customers provide job security - not a union.
23. You should **REMEMBER** that our customers buy our products - not a union.
24. You should **REMEMBER** that our customers may buy from our competitors if they choose - no union can force them to buy from us.
25. You should **REMEMBER** that our customers determine in the final analysis what we can pay our people - and not the union.
26. Your success - your wages and benefits - your job security - depends upon our ability to satisfy our customers - not whether we have a union.
27. If I truthfully believed a union would help us to satisfy our customers, I would not be concerned about it. But I am concerned! I am greatly concerned! I feel a union will make it more difficult to satisfy our customers.
28. I urge your sincere consideration of all the facts before you consider a union.

29. **UNIONS ARE NECESSARY WHEN IT COMES TO SOLVING OUR MUTUAL PROBLEMS.**

We believe the best working relationship is formed on a day-to-day basis. Generally, your supervisor knows you position and can understand the problems that arise. We believe that we can best continue to work together directly, without the interference from outsiders.

VOTE "NO" ON THE UNION

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Labor Consultants to Management **ELECTION WINS AGAINST UNIONS** H. SANFORD RUDNICK, J.D.

Alberto Culver (VO-5) (Teamsters)	Las Vegas Paving (Teamsters)
Toys R Us (Teamsters)	Holiday Inn (Teamsters)
Filesafe Corporation (Teamsters)	Silver State Frame (Carpenters)
American Stitching and Box (Teamsters)	Evergreen Concrete (Teamsters)
Professional Hospital Supply (Teamsters)	Redding Steel (Teamsters)
Bay Disposal (Teamsters)	Stanley Produce (Teamsters)
Bridges Pontiac (Machinists)	St. Claire Ambulance (Teamsters)
BT Mancini Corporation (Teamsters)	Anello Trucking (Teamsters)
Hillsdale Inn (Teamsters)	Applied Products (Teamsters)
Hollister Disposal (Teamsters)	Sosnick Company (Teamsters)
Sonoma Golf Course (Teamsters)	Bay Shower Door (Glazers)
Scandia Sports (Teamsters)	Castro Valley Bowl (Bartenders)
Jim Baker Trucking (Teamsters)	Crossroads Toyota (Machinists)
Blaco Printing (GCIU Union)	East Bay Hospital (SEIU Local 250)
Cobel Glass (Glazers)	Genova Corporation (Retail Clerks)
East Bay BMW (Machinists)	Howard Johnson (SEIU Local 18-77)
Economy Cleaners (Glazers)	North Bay Ford (Machinists)
Holiday Inn (Bartenders, Teamsters)	R & G Toyota (Machinists)
K-EAY Keen Radio (NABIT)	South Bay Showers (Glazers)
Regional Building Maintenance (SEIU Local 18-77)	AW Stern (GCIU)
Ron Goode Toyota (Retail Clerks)	Wheelworks (Teamsters)
Berry Company (Bartenders)	Peninsula Glass (Glazers)
Scott Lamp (Glass Pottery Union)	Atlas Shower Door (Glazers)
Hammer Towing (Teamsters)	Pacific Link (GCIU Union)
Baker Roofing (Roofers Union)	California Door (Carpenters Union)
International Business Machines (Machinists)	Krobach Manufacturing (Machinists)
Mike Blasi Trucking (Teamsters)	Humphreys (Bartenders)
Silver Screen (Screen Actors Guild)	Southbay Ambulance (SEIU Local 250)
Courtesy Chevrolet (Machinists)	La Fontana (Retail Clerks)
Collision Service Centers (Machinists)	

References and telephone numbers available on request.

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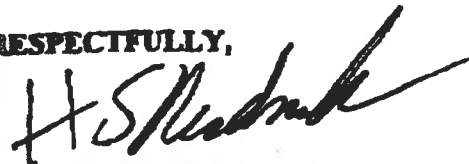
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ELECTION TRACK RECORD OF UNION

**MANY TIMES IN AN ELECTION YOUR EMPLOYEES WANT TO KNOW
THE TRACK RECORD OF HOW THE EMPLOYEES AT OTHER COMPANIES
VOTED IN UNION ELECTIONS. THIS IS AN IMPORTANT FACTOR IN
CONVINCING YOUR EMPLOYEES TO VOTE "NO" AGAINST THE UNION.
ACCORDING TO THE RESULTS OF LOCAL 853, THEY WON 5 ELECTIONS
AND LOST 17 ELECTIONS SINCE 1990. IF YOU NEED A FIRM THAT CAN
GIVE YOU THIS SPECIFIC TYPE OF INFORMATION AS WELL AS HELP
YOUR COMPANY CONVINCE YOUR EMPLOYEES TO VOTE AGAINST THE
UNION, PLEASE CONTACT MY OFFICE TO SET UP A FREE
CONSULTATION AT YOUR OFFICE. MY FIRM IS ABSOLUTELY POSITIVE
IT WILL MAINTAIN YOUR NONUNION STATUS.**

RESPECTFULLY,



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LABOR CONSULTANT TO
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