



2017
**UNION LEADERS
LEADING PARTNERSHIP**

**COALITION OF
KAISER PERMANENTE
UNIONS**

Resisting & Persisting in a Right-to-Work Environment

PRESENTED BY: Lara Manziona (MAS Coalition Coordinator) and Kuusela Hilo (UNAC/UHCP Membership Engagement Director)

San Diego, California

PRESENTED BY:

Resisting & Persisting in a Right-to-Work Environment



Workshop Agenda

1. Exercise: Human Bingo
2. Discussion: Who is in Room?
3. Exercise: What Kind of Union is Yours?
4. Video: Right-to-Work: What is it?
5. Exercise: What good are unions?
6. Update: US Supreme Court
7. Remarks: Gina Little, MAS UPR
8. Discussion: Resisting & Persisting
9. Debrief: Plus / Minus

Lara L. Manzione, MAS Coalition Coordinator
Kuusela Hilo, Membership Engagement Director, UNAC/UHCP₂

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1. Exercise: Human Bingo

Someone who is a "first-timer" at the Union Delegate Conf. _____	Someone who has a local contract or Nat'l Agreement with them now. _____	Someone who has only ever worked at Kaiser Permanente. _____	Someone who is a Millennial (born 1982 – 2002). _____	Someone who lives in a Region outside of California (ROC). _____
Someone who has a healthy-lifestyle app on their smart phone. _____	Someone who used BHM or SEIU Ed Trust for career development. _____	Someone who is planning to retire before age 60. _____	Someone who can speak a language other than English fluently. _____	Someone who has worked/volunteered on an internal or external union organizing drive. _____
Someone who is a vegetarian or vegan. _____	Someone who participated in a protest in Washington, DC. _____	FREE	Someone who has four or more children (incl. step or half). _____	Someone who serves on their Regional or Facility LMP Council. _____
Someone who is/ has been on a Lost Time Agreement. _____	Someone who has lobbied for or against a bill at any level of govt. _____	Someone who is a KP-certified Improvement Advisor. _____	Someone who has been a member of more than one union over career. _____	Someone who is active on social media. _____
Someone who is up-to-date on all cancer screenings per THIP. _____	Someone who has a photo of a pet on their phone. _____	Someone who is a member of a workplace safety team. _____	Someone who is a UBT Health & Safety Champion. _____	Someone who has worked on a political campaign in any capacity. _____

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2. Discussion: Who is in Room?

- Who here has never been a member of a union?
- Who here is or has been a member of a union?
- Who here joined a company/organization where there already was a union?
- Who here has been part of an organizing drive (internal or external)?

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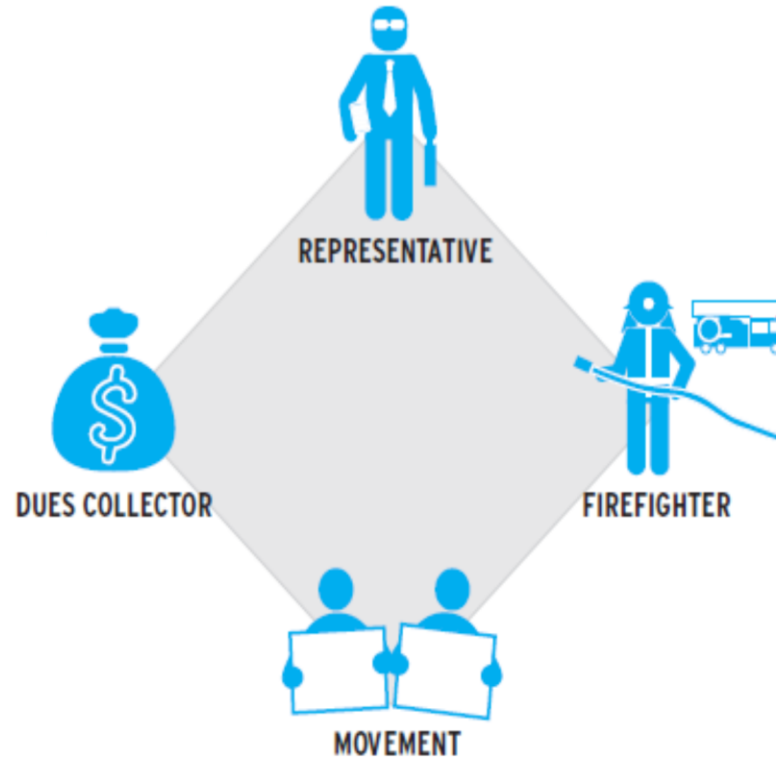
2. Discussion: Who is in Room?

- Who here works in the public sector?
- Who here works in the private sector?
- Why is this important?
- In the private sector – who can be in a union?
- What about HR, confidential, other unorganized departments?

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3. Exercise: What Kind of Union is Yours?



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3. Exercise: What Kind of Union is Yours?

Negative	Transactional	Inspirational

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4. Video: Right-to-Work: What is it?

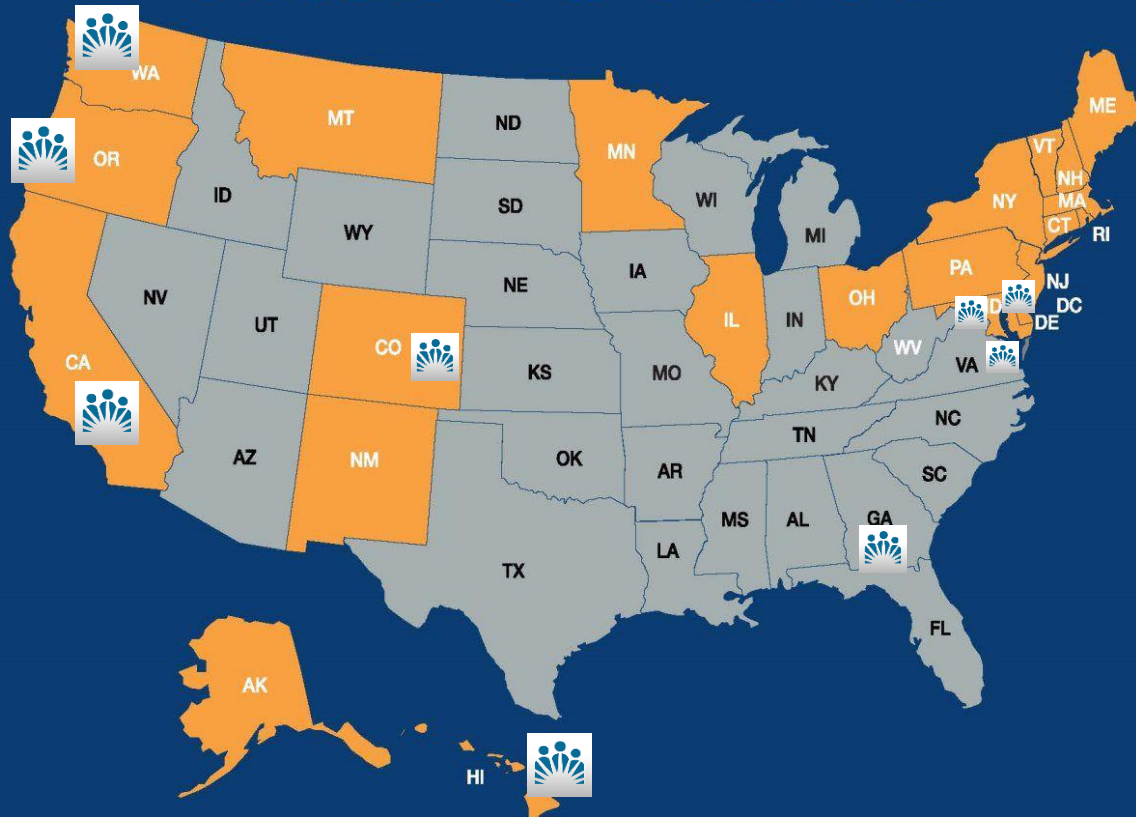


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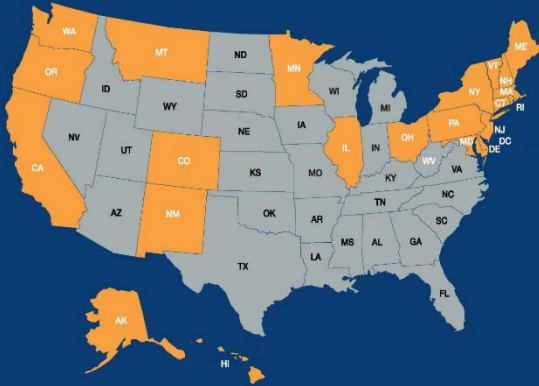
28 STATES ARE SO-CALLED RIGHT-TO-WORK



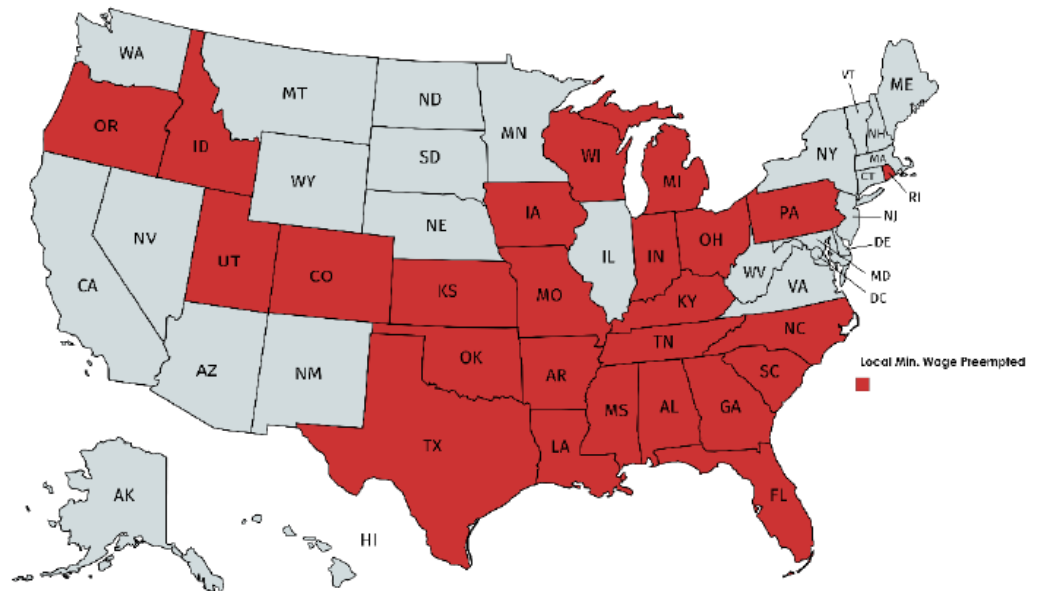
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**28 STATES ARE SO-CALLED
RIGHT-TO-WORK**



**Figure: States That Have Adopted Minimum Wage Preemption Laws
(as of July 6, 2017)**



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‘Right to Work’ Is

WRONG

WAGES ↓ Average worker in a RTW state makes
\$6,109
less per year than a worker in a free bargaining state.

POVERTY RATE ↑
15.3%
in RTW states, compared to 12.8% in free bargaining states.

HEALTH BENEFITS
13% ↓
of people younger than age 65 in RTW states are uninsured, compared to 9.4% in free bargaining states.

RISK OF WORKPLACE DEATH
49% ↑
more likely in RTW states.

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4. Video: Right-to-Work: What is it?

ROBERT B. REICH PRESENTS

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5. Exercise:

Right-to-Work is Corporate America's strategy to weaken or abolish unions.

1) Why?

2) What good are unions?

Exercise: Share and write down responses at table

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6. Update: US Supreme Court

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Yohn v. CTA: Case Timeline



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Anticipated decision by SC: June 2018

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7. Remarks:



Gina Little,
Mid-Atlantic
States Union
Partnership
Representative
in North
Virginia (right-
to-work state)

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8. Discussion: Resisting & Persisting

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9. Debrief: Plus / Minus

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