



2017  
**UNION LEADERS  
LEADING PARTNERSHIP** | **COALITION OF  
KAISER PERMANENTE  
UNIONS**

# Resisting & Persisting in a Right-to-Work Environment

PRESENTED BY: Lara Manzione (MAS Coalition Coordinator) and Kuusela Hilo (UNAC/UHCP Membership Engagement Director)  
San Diego, California

PRESENTED BY:

# Resisting & Persisting in a Right-to-Work Environment

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## 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/UHCP

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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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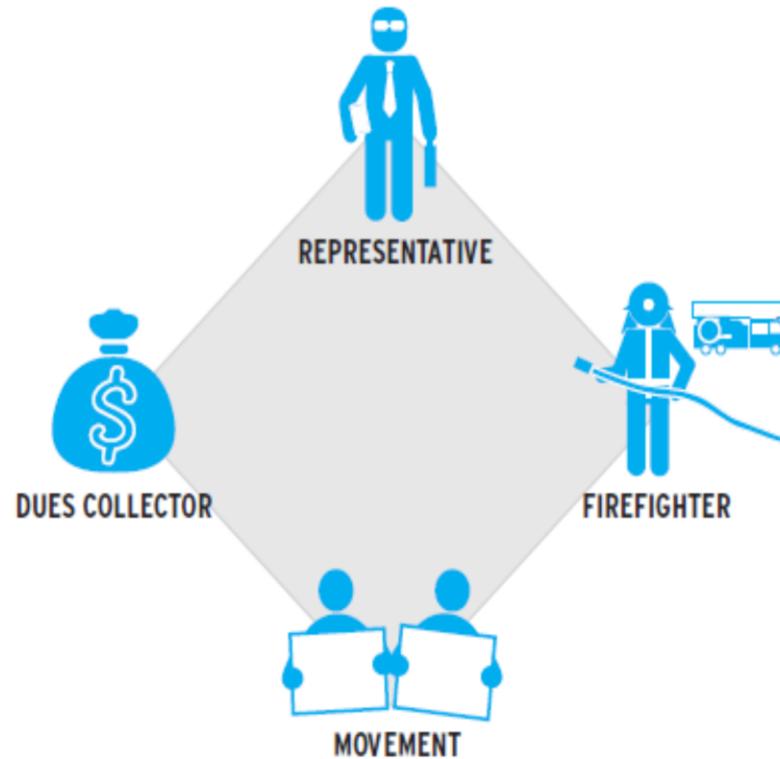


## 2. Discussion: Who is in Room?

- 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?

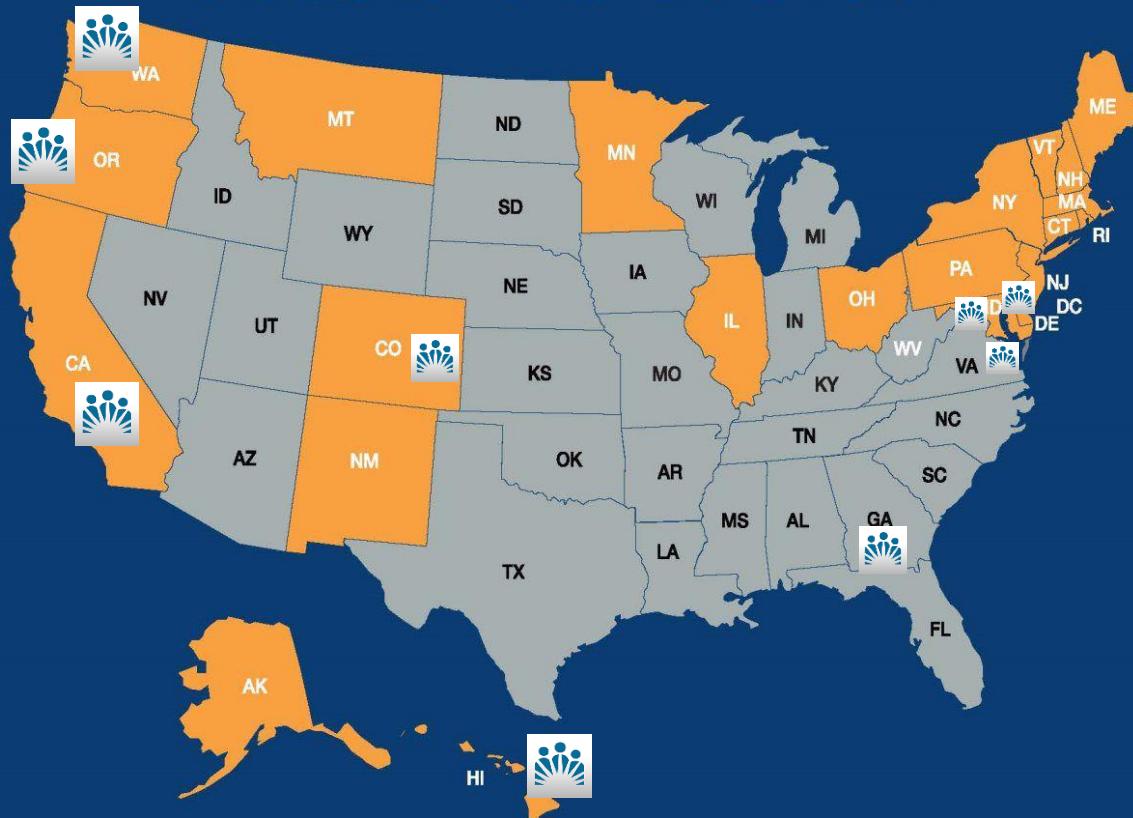


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**28 STATES ARE SO-CALLED  
RIGHT-TO-WORK**



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**28 STATES ARE SO-CALLED  
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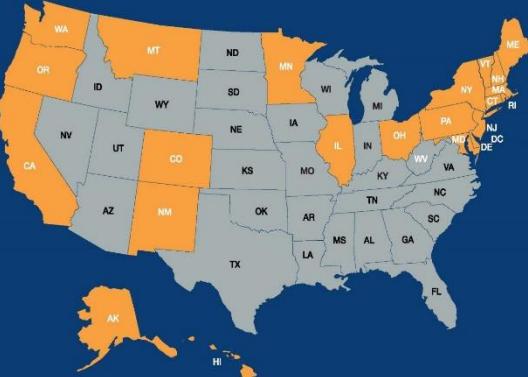
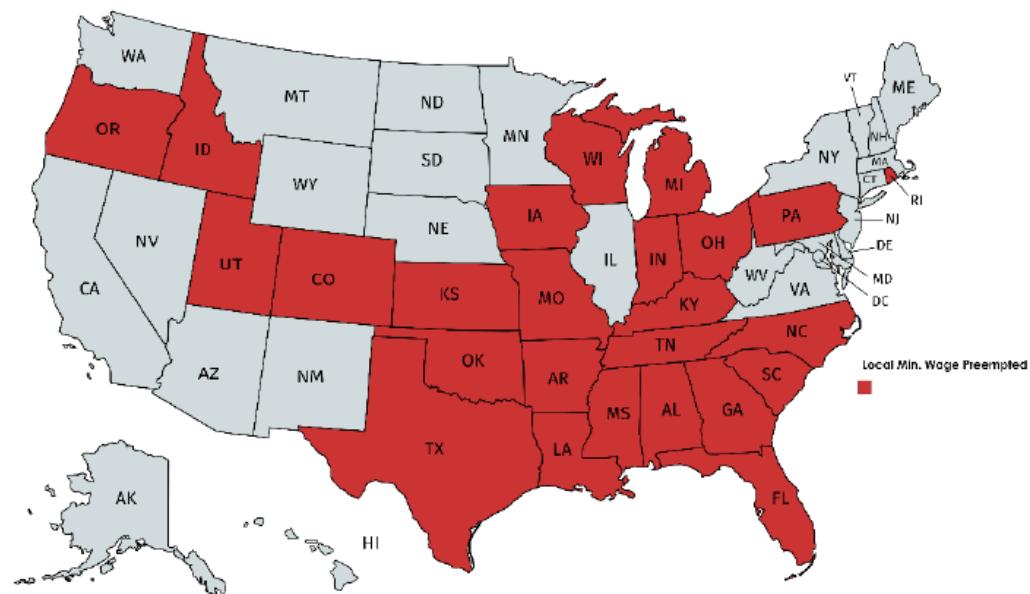


Figure: States That Have Adopted Minimum Wage Preemption Laws  
(as of July 6, 2017)



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## 'Right to Work' Is **WRONG.**

WAGES ↓  
**\$6,109**

less per year than a worker  
in a free bargaining state.

Average  
worker  
in a RTW  
state makes

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*



[Back to Yohn v. CTA Main Page](#)



**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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