

UNION BUSTING BINGO

Watch out for these anti-union tactics!

"The union will be controlled by IM residents"	"Our program has it better than others"	"Contract Negotiations take too long for you to benefit"	"You could lose money on dues"	"Unions are one size fits all/"We will lose flexibility"
Living Stipend	"You could lose money on dues"	"ALL CHANGES HAVE TO GO THROUGH THE UNION"	"You will be required to join the union to work here/match here"	"We [PD/ department chair] are doing everything we can to advocate for you"
Attendings start asking residents about the union	"Things could get better with a union... but they could get worse"		We're not pro-union or anti-union, we're pro resident. We just want you to make an informed decision.	*Hires union busting law firm*
"This department is one of the greatest in the country and doesn't need to change"	References "the union" as a third party	"Our department might lose ---- benefit"	*Free cookie or fleece*	MANDATORY MEETING ON WORK TIME
"Appreciative email from GME"	"We respect your right to unionize, BUT..."	You shouldn't stick your neck out for something that won't happen	"We appreciate you and want your feedback!"	"You will be forced to strike!"

Employers rely on the same playbook to try to bust every organizing drive. One favorite ploy is the captive audience meeting--where the boss forces you to listen to anti-worker talking points. If you're headed into a captive audience meeting, make sure to share this with your coworkers--and text the group **BINGO!** when you get five in a row!!



SCAN ME! TO REPORT
UNION-BUSTING

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Here's how we can respond!

Every program joins the bargaining committee and every trainee gets to vote	Many CIR shops have retained unique department benefits. Is MGB threatening to take those away?	The length of negotiations depends on the hospital's willingness to bargain. Many contracts include provisions for retroactive pay.	No one pays dues until WE ratify a contract we are satisfied with.	We can negotiate to preserve any benefits we like into our union contract
Wow they do respect the power of collective bargaining! What else can we get from them?	Why would we vote for a contract that doesn't give us a raise greater than dues?	The union will be entirely run by MGB housestaff	Most housestaff will join the union, but nobody is forced to. We're stronger together!	We hope you continue to do so, but we need to advocate for ourselves
Are they illegally surveilling us? Let's report union busting	It is illegal to take away (or threaten to take away) any benefits in retaliation for forming a union		Great! Let MGB housestaff make an independent decision without influence from our supervisors	Why aren't you spending that money on your patients or employees?
I can't eat prestige, and I can't pay my landlord in excellence.	<u>We are the union!</u> CIR is a democratic org run by residents	Right now, we could lose those benefits at any time; a union contract allows us to get those benefits in writing so that we can defend them	My landlord does not accept payment in fleeces	Get out your bingo card!
We're stronger united! Together we'll improve hospital conditions for all.	Great! If you respect our right organize then stop union busting!	We have majority support and we will win if we remain united	Do you? During covid our feedback was not taken seriously and nothing changed.	Nope- that's <i>our</i> decision! A strike can not occur without member approval.

What other union-busting tactics are you seeing & hearing? Let a member of the Organizing Committee know!