

UNION-BUSTER INOCULATION SHEET

The same six scripts, every campaign, every industry. Read them before management runs them.

If you predict the script before management runs it, it stops working. That's inoculation.

WHAT THEY'LL SAY	WHAT'S ACTUALLY TRUE
<i>"A union is a third party coming between us."</i>	The union is you. Your coworkers vote on who bargains, what's demanded, and whether to ratify. Nothing happens without a majority of you.
<i>"You could lose what you have. Bargaining starts from scratch."</i>	Bargaining starts from the status quo, and cutting pay in retaliation for organizing is illegal. Contracts overwhelmingly add to what you have. That's why employers fight them.
<i>"Dues will eat your raise."</i>	You pay zero dues until you vote to ratify a contract you think is worth it. Union workers average 10–20% higher pay (U.S. BLS, union members data); dues are typically 1–2%.
<i>"We just need more time to fix this ourselves."</i>	They've had years. The urgency appeared when you did. "More time" is a stall straight from the union-avoidance playbook. The problems return the moment the pressure stops.
<i>"This isn't who we are. We're a family / it's about our culture."</i>	Families don't run layoffs by spreadsheet. A contract doesn't end the culture. It writes the good parts down so they can't vanish in the next reorg.
<i>"Unions mean strikes."</i>	The overwhelming majority of contracts are settled without a strike, and no strike can happen unless you and your coworkers vote for one.