

Why is Johnson Controls giving your home address and telephone number to union organizers?

Would you like a stranger to show up at your house around dinnertime and demand that you join a union? How would you feel if you learned that your company told the union organizer where you live?

The sad fact is that many companies – including Johnson Controls Inc. (JCI), which operates a plant in Glasgow, Kentucky – have been bullied into striking a deal with the United Auto Workers (UAW) union, which is intended to shove their employees into the union – whether the employees like it or not.

These backroom sweetheart deals – euphemistically named "neutrality agreements" – are rarely talked about. In fact, Johnson Controls Inc. management in Milwaukee won't let the company's local managers tell its employees what's really going on.

This sweetheart deal includes a requirement that Johnson Controls provide the union with wide access to company facilities and – even more ominously – personal information about their employees, including their names, phone numbers, and home addresses. How does this tie into JCI's long tradition of integrity and respect for individual employees?

Why is the UAW union conducting "home visits" of JCI's employees?

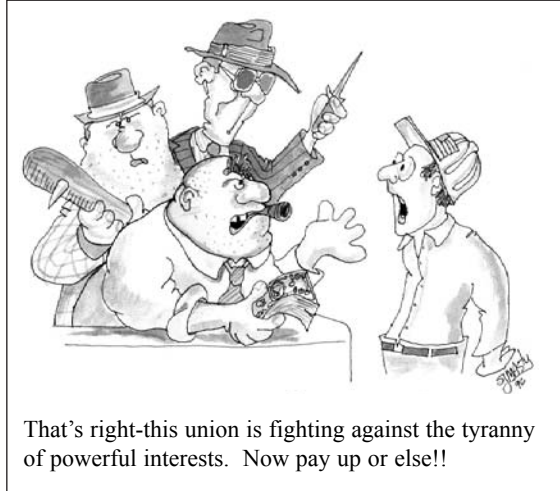
Union officials are afraid to let workers choose for themselves, through secret ballot elections, whether or not they want to unionize. UAW officials know that without coercion, most workers in the automotive industry reject unionization.

So, armed with a company-provided list of the names and addresses of each employee, union organizers use tactics such as "home visits," where workers report they feel pressured to sign union authorization cards. And once UAW officials sign up a majority of the workers, Johnson Controls has agreed in advance to recognize the union as the sole and exclusive representative of all its employees, even those who did not sign a card.

Unfortunately, these are not Girl Scouts stopping by to sell cookies. These are full-time union operatives

whose sole purpose is to get workers to sign the cards – by any means necessary. Often, employees are misled, harassed, or feel threatened into signing.

What the workers are not told is that they are signing away their freedom. By signing the cards, workers are forfeiting the right to negotiate their own wages and working conditions based on their individual merit. They can no longer talk to their employer once the UAW has become their "exclusive bargaining agent." In addition, most employees are later shocked to learn that they must pay union dues – or be fired from their jobs.



That's right-this union is fighting against the tyranny of powerful interests. Now pay up or else!!

In short, sweetheart deals like the JCI-UAW "neutrality agreements" are nothing more than a license for union bosses to force workers into

accepting compulsory unionism.

Can you protect yourself from this union abuse? Yes!

The National Right to Work Legal Defense Foundation is working to inform workers all over the country of their rights. We want workers to know that they can resist these coercive arrangements. They do not have to sign union cards, and they cannot be discriminated against, threatened, coerced or harassed into doing so.

Do you want your personal information turned over to UAW operatives? If Johnson Controls is a company which truly respects employees' integrity, it will respond favorably to the adjacent letter. It's your choice to send it, before it's too late.

Meanwhile, National Right to Work Legal Defense Foundation attorneys are here to provide free legal assistance to workers who feel they are being unfairly threatened or coerced by any union or employer who signs a "neutrality agreement."

Date

Plant Manager
Johnson Controls, Inc.
Glasgow, KY

Dear Sir:

I have learned that at other JCI plants around the country, the company has turned over to the United Auto Workers union (UAW) employees' personal information - names, dates of hire, classification, department, location, home phone numbers, and home addresses - all without the knowledge, consent, or approval of those employees.

I do not want my personal information released to the UAW or any other union or entity, and I do not authorize such disclosure. Please respond in writing confirming that you have received this instruction and that you will not release my personal information to the UAW or any other union or entity. If you have already released this information, I ask that you please notify me of that fact at once.

Sincerely,

(Signature)

(Name)

(Address)

(City, State, Zip Code)

cc:
Mr. John H. Keyes, Chairman
Mr. John M. Barth, President and Chief
Executive Officer
Johnson Controls, Inc.
5757 N. Green Bay Ave.
Milwaukee, WI 53201

Please call the National Right to Work Foundation at 800-336-3600, or go to www.nrtw.org and visit our site on "Neutrality Agreements."