

Vulnerability to Union Organizing Checklist

Many factors come into play when employees are trying to decide whether or not to join a union. Employers should always ask themselves: Are we vulnerable? Asking the following questions about your company and your employees will provide a good perspective on that vulnerability.

Take note of your “**YES**” answers. This may indicate that your company may be vulnerable to union organization.

If employers wish to discourage the consideration of unions in their workplace, consider this: employees typically don't quit companies, they quit managers. An engaged and supportive management team will greatly reduce employees' desire to have a union represent them.

External Vulnerability

	Yes	No	N/A
1. Are we located close to other unionized companies?			
2. Is the union density high in our industry?			
3. Has there been recent petition or organizing activity in this community?			
4. Are any of our company locations in non-Right-To-Work states?			
5. Has our industry recently been announced as a new target for union organizing?			
6. Are some of our facilities already unionized, or are there departments in one or more locations that are already unionized			

Internal Vulnerability

	Yes	No	N/A
7. Is there a surge of complaints by employees against management?			
8. Is the quality of supervision, especially unfair or is there inconsistent treatment?			
9. Is there micromanaging occurring?			
10. Is your management team considered indifferent or absent?			
11. Do your managers gossip or talk about employees to others?			
12. Are there complaints of humiliating behavior, name calling, or bullying?			
13. Are employees uncomfortable coming to management with issues in the facility?			
14. When an employee approaches management with an issue, does management ignore the concern?			
15. Are argumentative questions being asked in departmental/facility meetings?			
16. Are communications to employees considered poor?			
17. Is there a lack of regular meetings held with employees on all shifts?			
18. Does the company avoid employee engagement surveys?			
19. If the company conducts engagement surveys, have the issues been addressed?			

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20. Is the turnover rate in the facility high?			
21. Does the facility have high absenteeism?			
22. Does your company avoid exit interviews with employees?			
23. Do the exit interviews show a "common reason" for employees leaving the company?			
24. Do exit interviews indicate employees are in conflict?			
25. Are employees spending an abnormal amount of time in the parking lot before and after work?			
26. Are employees coming back to the facility to talk to employees on other shifts?			
27. Is there open talk about unions among employees?			
28. Are there reports from employees of the union visiting their homes, calling them, or sending them literature in the mail?			
29. Has there been union literature found around the facility?			
30. Is there a lack of teamwork in the workplace?			
31. Does the company have a negative work environment?			
32. Is the facility inconsistent in following guidelines for job announcements?			
33. Are the criteria to fill openings inconsistent			
34. Are hourly employees prohibited from promotions?			
35. If there have been promotions, has the promotion brought about problems by the other employees, both hourly and management?			
36. Does the facility provide proper and adequate training for the jobs?			
37. Is the company consistent with pay raises and promotions?			
38. Are wages lower based on the competition in the marketplace?			
39. Are there a lack of policies and procedures in place?			
40. Are the policies in place being followed inconsistently?			
41. Are there coachings or terminations that employees have questioned?			
42. Does the facility have a poor safety record?			
43. Is there an increased curiosity in benefits and policies?			
44. Is there a slowdown in work productivity?			
45. Have employees used union terms such as arbitration, grievance, and seniority?			
46. Are there employees who are never seen together now talking with each other?			
47. Is there recent or pending federal or state legislation on union organizing that might encourage union organizing?			
48. Our supervisors and managers are not trained on union organizing tactics and what they can and cannot do in response to union organizing?			
49. Are policies on non-solicitation and distribution of literature on company property missing or unlawful?			
50. Our management team does not understand the use of "union salts" in organizing?			