

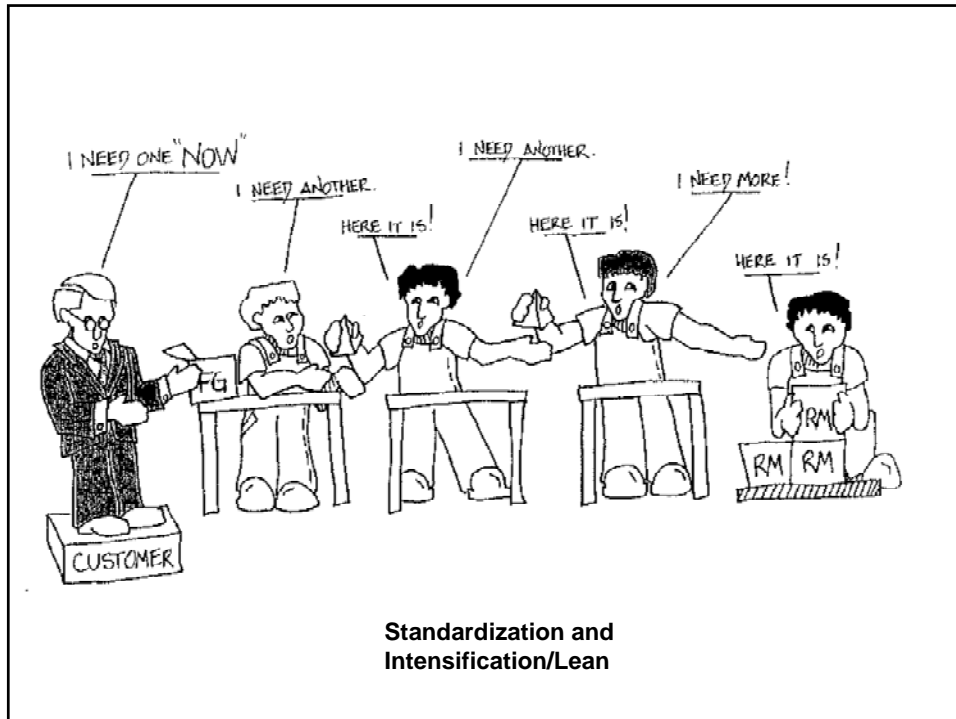
Management has a Plan: They are Reorganizing Work and Increasing Their Control



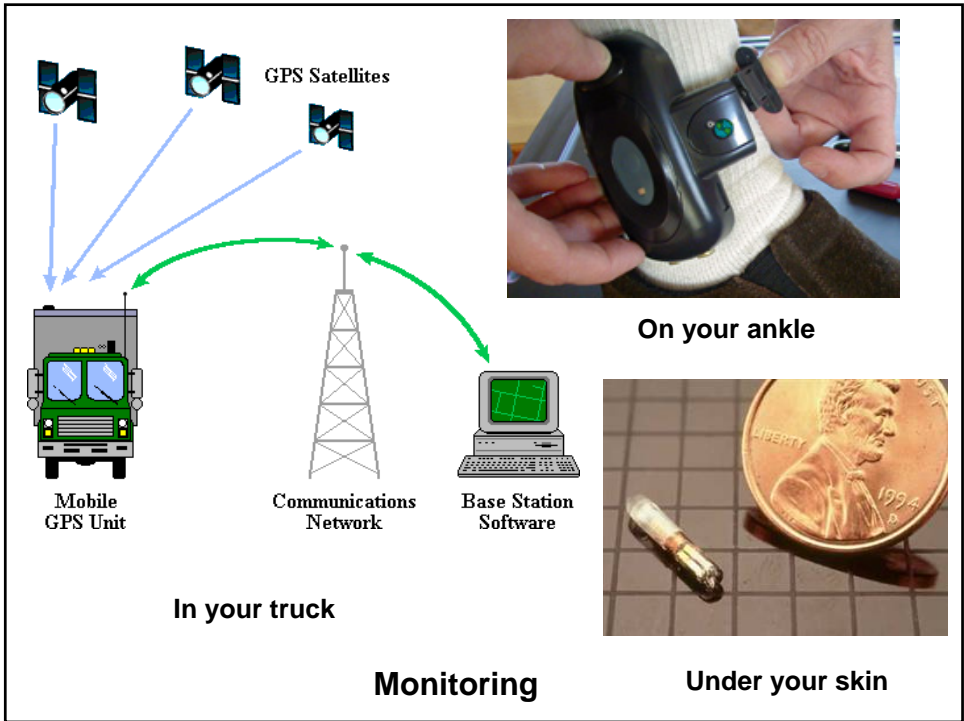
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KEY WORK PROCESS TRENDS

- Standardization/De-Skilling
- Intensification/Lean
- Multi-Skilling/Job Combination/Flexibility
- Automation/New Technologies
- Monitoring
- Outsourcing/Moving Work



- Multi-skilling
- Multi-tasking
- Flexibility
- Job Combination
- Operator Maintenance
- Super Crafts
- And other duties as assigned



Work that has been

- Standardized
- Analyzed
- Automated
- Digitized
- Simplified

Is easier to contract out and outsource

What kind of job is safe from outsourcing?

The 87,000 square-foot structure's facade was assembled entirely from concrete panels cast in Mexico. That's right, a construction site where much of the construction was done offshore... Instead of pouring concrete forms on site, Mr. Fastag's firm cast more than 2,000 individual panels at its plant in the Mexico City suburb of Atizapan de Zaragoza, then shipped them 2,350 miles north. Carried on mammoth flatbed trucks -- a total of 140 truckloads for the Salt Lake City library -- each panel was delivered in the order of its assembly. --- Wall Street Journal



All of these trends have
negative impacts on union
members

Speed-up

Stress

Job Loss/Insecurity

Repetitive Strain Injuries

Loss of Skill

Low Morale

All of these trends also have
negative impacts on union
strength

Elimination of Skilled Work

Loss of Security/Bargaining Leverage

Isolation of Members/Loss of Solidarity

Division/Loss of solidarity

Loss of Jobs, Members and Dues

Drain on Union Resources

Loss of Faith in the Union

If we challenge
management's plan,
they say:

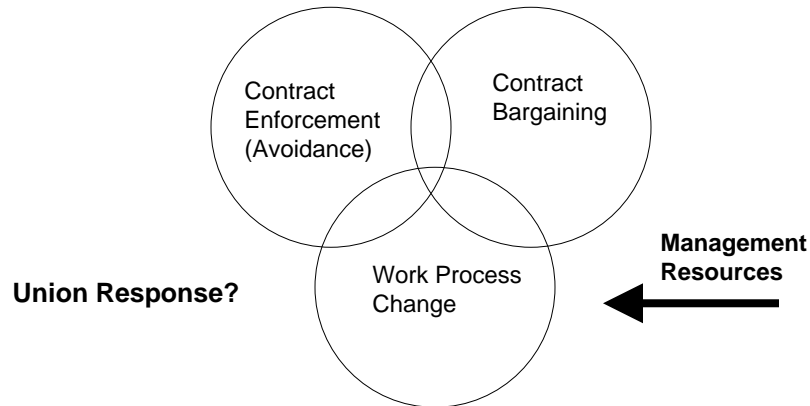
Management Rights

WillTales



*Not everyone who plays the game
sees the rules the same as you do.*

**Arenas of Struggle:
Where Management seeks to
Save Money and Achieve their Goals**



**Understanding
management's
plan and
building a
strategic
response based
on Continuous
Bargaining is
critical to our
future.**



"Hey! They're lighting their arrows! ...
Can they DO that?"