

THE ISSUE

Business owners working with ABC members, who have chosen to be merit shop contractors, are being targeted by Unions, particularly by the Carpenters Union.

Because Unions have been unsuccessful in organizing merit shop construction employees and employers, the Unions have chosen to go directly to the owners and manipulate their choice of contractors.

The Carpenters Union bannering campaign claims merit contractors don't pay "area standard wages" and accuses them of breaking the law. Their claims are not based on fact and are designed to eliminate competition and recover work for Union members.

Our goal is to educate owners about the tactics being used, clarify owners' rights and offer suggestions on how to deal with this current activity.

If the Union campaign is successful, and merit contractors are forced out of business, your construction costs are likely to increase.



Carpenters Union Banner

WHO IS ABC?

ABC provides this information in order to prepare you should your business be targeted by the Union's bannering campaign.

We hope that as business owners you will consider the potentially costly consequences of submitting to Union demands.

ABC is a national organization that advances the principles of free enterprise and merit in the construction industry.

ABC provides members and their employees with opportunities to succeed by promoting safe, quality, and sustainable construction.

We are happy to speak with you to provide more information by helping you to better understand your rights.

ABC Sierra Nevada Chapter
240 S. Rock Blvd., Suite 121
Reno, NV 89502
775.358.7888

Clara Andriola, *President*
Megan Jackson, *Government*
Affairs Liaison

BANNERING

A Guide for Construction Project Owners & Contractors

developed by
**Associated Builders
& Contractors**
Sierra Nevada Chapter



**Sierra Nevada
Chapter**

OWNER RECOURSE

1. Immediately contact your contractor and ABC when you receive a letter or if bannering begins at any of your facilities.
2. Get copies of leaflets and document the banners and activity with photos.
3. If Union representatives trespass on private property, or if the activity impedes your access or egress or becomes a public nuisance, call the police to handle the situation.
4. If you wish, your contractor can distribute leaflets at your properties explaining this Union tactic.
5. In one case, an owner met with customers and stakeholders and the response was outstanding. The owner received overwhelming support for their choice of an ABC member who is a merit contractor.
6. ABC can help you explore filing a charge with the National Labor Relations Board.

THE FACTS

- ⊕ The area standard wages dispute is untrue—merit workers are paid as well, if not better than union workers. If they weren't, they would join the Union.
- ⊕ Bannering is just the most recent attempt to discredit open shop contractors.
- ⊕ Union membership has been declining for decades.
- ⊕ Unions are desperate to gain market share and membership.
- ⊕ If you give in to this tactic your costs are likely to increase, due to less competition.
- ⊕ The Carpenters Union local #971 allows a reduced wage to be paid for "Light Commercial Projects (under \$7 million)." This wage appears to be \$4 to \$5 per hour less than prevailing wage.
- ⊕ Several companies have mailed letters to the Carpenters Union requesting documentation to support their labor dispute allegations without any reply.

ABC's commitment is to ensure a level playing field of open competition by preserving free enterprise for the entire construction industry

THE TACTICS

1. The Union sends letters to construction project owners and other parties stating they are in a "labor dispute" with a merit contractor requesting that the owner use its "managerial discretion" to rectify the situation.
2. If the owner continues to work with the contractor, the Union threatens it may begin an "aggressive and highly visible lawful bannering display, distribution of handbills...picketing and demonstration activity."
3. Banners say things like, "Labor Dispute, Shame on (Owner's Name)" may be displayed at any of the owners' facilities.
4. The Union may also ask that the owner sign a letter saying it will not work with the contractor again until the alleged labor dispute is resolved.
5. The NLRB has yet to make a decision about the legality of bannering; however, it is illegal for the people holding the banners to trespass on private property or to block access or egress to a business.



Thank You For Supporting Our Community Banner

"Our employees choose to work with us... we value them by offering competitive wages & benefits"

Ron Kelly, Owner Gore Acoustics & Drywall Systems