

# CHRISTIAN LABOR ASSOCIATION<sup>1</sup>

**This file contains two twin brochures. For the second, use “Find” function to locate “Brochure 2.”**

## **Union Representation With Integrity**

### **Brochure 1**

#### **WHAT CAN A LABOR UNION DO FOR YOU?**

A LOT – that, in short, is the answer. In this brochure we want to show you exactly what a union can do for you. How you can profit from being a union member. How such a union can help you put your life together, especially your working life. And when we’re talking union, remember that we’re talking ***CLA*** or ***CHRISTIAN LABOR ASSOCIATION!***

#### **WHY A UNION?**

**Because without a union your boss can do with you what he wants! Without a union you are helpless.**

Did you know that the Federal Government of this USA encourages the development of labor unions through its laws? It gives all workers the right to join a union of their choice. The leaders of our country have recognized the value of unions for the workers. It knows that without a union, a worker often does not stand a good chance.

There are some government laws that are meant to protect you somewhat, but most workers do not know these laws. Many managers know that most workers are not familiar with these laws and they exploit this ignorance. They treat their

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<sup>1</sup> Christian Labor Association of America, a brochure, 1997. *Every Square Inch*, vol. 4, pp. 14-18, especially p. 17.

workers as they please. They know you will not challenge them, for you are afraid they will fire you. They know you will not take them to court, for that is too expensive.

Before we go on, we want to stress a very important truth. **There are many good employers out there who are very concerned about the welfare of their workers. They do the best they can for them as they see it.** We salute them and respect them. We thank God for them. We have contracts with some of them. They are a joy to work with and for. Many of the things we say below do not apply to them. By no means can it be said that all employers exploit their workers or are harsh on them.

Unfortunately, though, there *are* many employers out there who *do* exploit their workers. Or who are arbitrary. Who hire and fire at will. Who pay as little as they can get away with.

And you, the worker, are at their mercy. You suffer in silence. At best you complain to your fellow workers, but that's where it stops. You feel used. You feel abused. You feel like you are only a cog in the wheel that can be thrown away any time the boss wants to. You see no point in your work. It is meaningless to you. You have a vague feeling there should be more to work than just drudgery and the money you get from such drudgery, but you don't know how to put it into words. Besides, no one listens to your complaints. And every day the boss smiles all the way to the bank.

You may have other problems on the job. Perhaps your working equipment is dangerous and people are getting hurt. No one is doing anything about it. No one is listening. And you, the workers, are fearful of speaking up. You may be considered a trouble maker by the boss and be fired. Maybe your supervisor is a dictator and everyone is afraid of him. What can you do in such a situation? You are shifted around from job to job or from one schedule to another so that your working, family and social life is all so uncertain you have lost control. Nothing you can do about it. There is no one you can go to with your problems or grievance. You are stuck with all of your difficulties. You have colleagues, but you all stand alone with no one between you and your boss to work things out.

Even if you are lucky enough to be working for a good company, it is run by human beings. And human beings, even the best of them, have their weak and nasty sides. Even the best boss is bound to dislike some workers and would like to get rid of them. Even the best employer sees things from the employer's perspective that is not always the same as that of the worker. Sometimes even a good manager cannot understand the grievance of a worker. Without a union you are exposed to all the weaknesses of whimsical and arbitrary human beings.

***Without a union* you stand alone before your boss. Helpless. Often: depressed, angry, frustrated, weak, poor, naked, despised. Often no more than a piece of equipment. In fact, the boss may be more careful with his machinery than he is with you!**

**BUT ....**

***With a union* workers protect each other. With the help of a union you stand *together*. The union trains you in standing *together*. It will make you strong *together*.**

If your ***WAGES and other benefits*** are too low, the union will help you to bargain together. They will do the bargaining with you. In most cases, unionized workers earn more than others. You can cash in on that difference only if there's a union in your life.

As to all the other problems and grievances described earlier, when there is a union, an agreement will be made as to how all these problems can be solved. Your united voice makes you strong. The boss can no longer ignore your complaints – and neither can he fire you for bringing them up. You are protected all along. You are safe.

**NOW, WHEN YOU THINK ABOUT ALL OF THIS, HOW MUCH LONGER DO YOU WANT TO GO ON WITHOUT A UNION TO MAKE YOU STRONG AND TO REPRESENT YOU?**

**IS IT NOT SILLY TO GO ON THIS WAY WHEN THE SOLUTION IS THERE WAITING FOR YOU?**

**OF COURSE, THE UNION YOU WANT TO REPRESENT YOU IS IS THE CLA. THERE  
SIMPLY IS NO OTHER LIKE IT. GIVE US A CHANCE TO PROVE IT.**

ALL YOU NEED TO DO IS CALL THE **CLA** AT ONE OF THE NUMBERS BELOW.

**CHRISTIAN LABOR ASSOCIATION**

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## THE CHRISTIAN LABOR ASSOCIATION<sup>2</sup>

### WHY?

#### Brochure 2

Do you know that little Zeeland, MI, hosts the headquarters of a national organization of great potential and power that is effectively working in many states? The name of that organization is **Christian Labor Association (CLA) of America**. The CLA is a real labor union officially recognized by the Federal Government. The CLA does everything you expect from a labor union – but it does so with a difference. It does it better.

#### **THE CLA TAKES ALL INTERESTS INTO CONSIDERATION.**

#### **IT FOSTERS COOPERATION RATHER THAN HOSTILITY AND CLASS STRUGGLE.**

Many people feel that unions are concerned **only** for the workers and their interest. It seems that unions tend to ignore the legitimate interest of other groups in society, especially those of the employer and of the public who uses the employer's product or service. The demand is for more wages or other benefits regardless of the effect on the company or the public.

The CLA takes the interest of all parties into consideration. It sees society as a community of common interests and wants to contribute to these common interests. If the market is weak or glutted, the employer could go broke if wages are increased. And if he folds up because of that, the worker has gained nothing and lost everything. Both worker and employer have a stake in the business. Both need the business to do well.

This does not mean that the CLA is a company union. No way. It bargains hard and defends its member hard. Its emphasis is on worker rights. It will not easily side with the employer in a dispute. It negotiates wages and conditions that are reasonable and frequently similar to those of other unions. It will demand all the

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<sup>2</sup> Christian Labor Association of America, a brochure, 1997. *Every Square Inch*, vol. 4, pp. 14-18, especially pp.

facts and refuse to fall for one-sided arguments supporting the company. It will strike where necessary, though not when health care is jeopardized. It will appeal to the courts and to the National Labor Relations Board. It will utilize all existing channels and do everything other unions do – except that it seeks to honor *all* legitimate interests. It opposes hate mongering and class struggle mentality that lead to harsh attitudes and hostility between labor and management. In place of class struggle, it fosters a cooperative spirit. To build up together. Not to build up one group at the expense of the other.

### **THE CLA LEAVES WORKERS FREE**

Most unions try to rule and control workers by forcing them to become members. They try to establish situations and conditions in which you *must* join them. Some people have legitimate objections to joining a certain union, but the union seldom listens to that. Join or lose your job – even when the worker has a family to support. It often seems unions are more interested in themselves than in helping workers.

The CLA will not force anyone to join her, though you may have to pay the equivalent of union dues to a charity – but you would most likely be giving that money anyway. After all, you do benefit from the union. The CLA leaves the worker free to join or not to join.

The CLA will honor the decision of workers as to which union they choose. CLA stands for workers rights not only against the employer but also against unions that force workers. The CLA stands for freedom of choice. No wonder that many workers, if given the choice, choose the CLA above the unions of force.

### **THE CLA TREATS EVERYONE LIKE BROTHERS AND SISTERS**

Most unions, at their best, may regard their members as brothers and sisters, but everyone else is like an enemy for whom they have no responsibility.

The CLA regards everyone, member and non-member alike, as brothers and sisters. They will help any worker who needs help, member or not. This is on the basis of the idea that we are all each other's neighbour, brother or sister. If you

come with a labor problem to the CLA, they will do their best for you, member or not. Even if you're working for a company that is not related to the CLA. They will try to be your advocate or counselor – free of charge.

And to avoid misunderstanding, you should know that the CLA is not affiliated to any church. Its policies are based on Christian ideas, but they are applied to all, whether Christian or not. Many members are not Christian. **WE DO NOT DISCRIMINATE ON BASIS OF RELIGION** – or in any other way!

### **THE CLA SEEKS TO GIVE WORKERS RESPONSIBILITY**

The boss often treats workers as if they are mere machinery. Such a boss can act as if workers are not human beings. He does not give them a chance for input by way of giving advice. There is no team spirit between worker and boss. This situation is a major cause of the feeling of workers that they do not count. It leaves them dissatisfied and hostile.

The CLA will try to create a climate in which the workers are seen as partners in the enterprise. They are given a chance to express their opinions and be heard with regard to policy and other important matters that affect the company as a whole. It is called “co-determination.” Workers and management co-determine or decide together matters that affect workers. Such a policy will help improve the self-image of workers and make them feel better about themselves, their work and the company.

### **THE CLA WILL HELP WORKERS FEEL BETTER ABOUT THEIR JOBS**

The popular idea of work is that it is necessary evil you do only because you need money. You work as few hours as you can get away with and still make the money you want. But you find no joy in work. It is a meaningless activity to you. You work only because you must, not because you want. Most unions share that negative view of work and it affects their demands.

In contrast of those unions, the CLA has a philosophy of work that she will share with both worker and boss, a philosophy which will give meaning to your work

and give you a sense of satisfaction that goes far deeper than the money you receive.

### **SECULAR UNIONS FOLLOW THE LEAD OF THE CLA**

We have observed recently that the secular unions are beginning to lose some of their sharpest edges as we have described them in this brochure. **They are coming around to policies the CLA has pursued for years.** Which only goes to show that the CLA with its wisdom gained from the Bible was far ahead of the pack. Others are now espousing some of the policies the CLA has advocated and practiced for years. And so we have every reason to advise you to **MOVE OVER TO THE CLA. Follow the leader.**

**WHEN YOU COME TO US, WE WILL BE RIGHT THERE. WE WILL TRY TO PROTECT YOU FROM EMPLOYER WRATH. YOUR FUTURE IS IN YOUR HANDS. IT IS TIME TO STOP COMPLAINING AND TO TAKE ACTION! COME TO THE CLA.**

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### **THE CHRISTIAN LABOR ASSOCIATION OF THE USA**

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*Union representation with integrity,*

*regardless of religion, creed, race,*

*color or national origin.*