

NEGOTIATION OR MANIPULATION

On January 8, 1984, Jeff McColl, after contract negotiations had already opened, spoke highly of the NRA and commented in the Review-Journal, "They are not unaware that their employees are under insured. Contrary to what people believe they do have a Heart."

On January 26, 1984, only two weeks later, Jeff McColl and Joe Hayes submitted a report on the negotiations which contained twenty-five slavery proposals supposedly made by the NRA.

When Eagle Watch contacted Vince Helm of the NRA at 735-2611, Vince refused to confirm the proposals, calling it "election propaganda."

These proposals are best described as "garbage."

Why did McColl print 10,000 copies of the proposals and dispatch his business agents and Shop Stewards to distribute them? Would Al Bramlet or Ben Schmutey have distributed such "garbage?" Is it a means of CONDITIONING the members into accepting less? Subconscious conditioning (subliminal suggestions) is a highly sophisticated technique and a popular one in getting the union members to approve unacceptable sweetheart contracts. How does it work?

Phase 1 - Create the illusion of disaster by submitting and publicizing phony "bottom of the barrel" proposals. Be sure to cover all classifications.

Phase 2 - Pretend you are fighting hard and making tremendous headway. Be sure to use the media, and those around you to gain sympathy and appreciation for your "so-called" efforts.

Phase 3 - After the membership has sweat enough and are beginning to run scared, submit the unacceptable contract for approval. Don't forget to make it known you had no choice but to make some compromises.

Phase 4 - The unacceptable contract will be approved since it will look far better than the original proposals. Plus, you will look "like a hero" who had saved the union from imminent disaster.

Phase 5 - As a reward for your heroic act - you will be elected.

ACTUALLY, THE MEMBERSHIP WILL GET HALF OF WHAT THEY ALREADY HAVE .

Jeff McColl and Joe Hayes are blaming the bad economy for the shaft we are about to receive. We have always had ups and downs in the economy, that did not stop us from getting our

rightful share. When is the Union needed the most? Is it during good or bad times?

With the upcoming Olympics and the expected increase of revenue in our area, the bad economy excuse does not wash.

WHAT CAN WE DO?

The contract expires on April 1, 1984. Elections are on May 15, 1984. Since the election date cannot be postponed (Federal Law) we suggest the contract be extended until after the elections. How can we accomplish this?

1. Do not give a vote of confidence to the negotiation team. Thus, no contract can be signed without the approval of the membership.

2. Do not approve the contract. Continue to send the negotiating team back to the negotiating table.

3. Do not approve any strike. Nothing can be gained by a strike. An unsuccessful strike could break the union. It will only give Jeff McColl and Joe Hayes an edge over a troubled membership.

4. It is in the best interest of the membership that whoever is elected in May, be the one to negotiate and enforce the new contract.

(We do not believe McColl is capable of negotiating a good contract. We challenge him to prove us wrong by negotiating a good contract before the elections).

It is worth mentioning that Burton Cohen, President of the Desert Inn, has indirectly endorsed Jeff McColl for the upcoming elections. This took place at the Frontier Hotel during a monthly CPA meeting for the hotels. Also, a luncheon meeting was held between Jeff McColl and Republican Senator Laxalt at the non-union Walden Pond Restaurant. The shocked waiter, who is a Culinary Member on layoff, told Eagle Watch that the talks centered around the upcoming contract negotiations, Health & Welfare, the upcoming elections and the effect of the Hispanic vote. Sen. Laxalt is a close confidant and advisor of President Reagan and a supporter of his anti-union policies. McColl previously had worked on the Laxalt Election Campaign.

Remember a true labor leader is one who makes things happen - not watch things happen. Stand up and be counted. **YOU HAVE NOTHING TO FEAR BUT FEAR ITSELF!**

OPEN LETTER

TO JEFF MCCOLL AND JOE HAYES

Dear Sirs:

Thank you for informing the membership of management's proposals. Since you take proposals seriously, we would like to offer some proposals on behalf of the membership. We hope you will make our proposals known to management as you have made management proposals known to us.

1. Elimination of the "extra" classification. Regular employees only are to be hired.

2. Classification guarantee. The Employer will guarantee all the classifications for the length of the contract.

3. Adoption of Eagle Watch European Plan. Guaranteed 20% tip for all the tipping classifications including banquet workers.

4. Two dollars per room service charge to be passed on to housekeeping maids on a daily basis according to the number of rooms cleaned with an agreed upon percentage to inspectresses (non-management). A limit of 14 rooms per maid

5. In discharge cases, upholding the following: innocent until proven guilty. The right of the employee to remain on the job

until an arbitrator has made a ruling. A required five written warnings before initiating a discharge.

Carry over of all and every benefit of the Ben Schmutey negotiated contract of 1980 to the new contract of 1984 - NO CONCESSIONS!

7. No break in service in case of layoff no matter how long layoff lasts.

8. No more four hour shifts and a full definition of job duties.

9. Eight percent (8%) wage increase across the board or cost of living increase-whatever is greater.

10 Kaiser plan is to be adopted with full cost charge to the employer. This plan should cover both employees and their dependants.

Sincerely,

Marie Gonzales, Pres.
Eagle Watch, Inc.