



Workers United Local 471

To: Advertising Customers of Jim Morrell radio stations
From: Reverend Mike Roberts, RRJB Albany District Director, Local 471, Workers' United
Re: Boycott Request

I am writing to request that you withhold your advertising business from Jim Morrell's Pamal Broadcasting Company in response to his extreme and unlawful anti-union policies. This union, and the entire progressive community in Albany, has no choice but to launch a boycott against Mr. Morrell's radio stations.

When employees at Mr. Morrell's Albany Airport Holiday Inn Express began a union organizing campaign, the retaliation was swift and extreme. He immediately fired three members of the organizing committee, a despicable tactic designed to frighten and intimidate the other workers. The union filed charges with the National Labor Relations Board, which found probable cause that Mr. Morrell broke federal law by spying on and firing union supporters.

You may wonder why we are holding a boycott rather than simply relying on the legal processes of the National Labor Relations Act.

Unfortunately, the National Labor Relations Act is inadequate to protect employees and cannot ensure fair union elections. There are no penalties for these unlawful firings. Unscrupulous employers such as Mr. Morrell make a calculated decision to break the law in order to achieve their objective of thwarting the union campaign. Being forced to reinstate the workers does not erase the chilling effect of the firings on other workers.

The National Labor Relations Act fails to provide fair elections in other ways as well. Mr. Morrell's managers held anti-union meetings and discussions in the workplace with employees, both individually and in groups. One such mandatory meeting lasted four hours, during which a North Carolina union-buster made wild accusations against the union including violence. Individual workers were told that if they supported the union, they would have to work harder and would lose benefits. The inability of the National Labor Relations Act to prevent

such threats and intimidation explains why President Obama and the majority of Congress support fundamental labor law reforms.

During an election held on June 8, 2009, several workers who had supported the union voted against the union because of the unlawful intimidation tactics of Mr. Morrell, resulting in a vote of 14 to 14 counting the votes of the fired workers. We expect the Labor Board to throw out the results of the election as invalid. The union must now take action to ensure that employees have a free choice about unionization. Simply holding a new election in the climate of ongoing threats will not achieve that goal.

We are demanding that Mr. Morrell sign a Fair Union Election Campaign Pledge. This pledge provides guidelines that include equal access for the union to communicate with the workers and an end to threats, intimidation and firings. The Mayor of Albany and other political leaders have endorsed this pledge. Mr. Morrell has refused to sign on to the Pledge, and indeed he does not even respect existing law. Clearly he does not share in the Albany community's respect for the rights of working people.

Albany has the highest union density of any city in the United States. Business and political leaders show working people the respect they deserve. Outliers such as Mr. Morrell need to feel the outrage of mainstream business leaders such as yourselves, as well as the labor movement and other progressive elements in the community.

We are therefore asking for your support for the rights of working people, by withdrawing your business from Mr. Morrell.

We will be happy to answer any questions, and thank you in advance for standing up for democracy.

Sincerely,

Rev. Mike Roberts
Director, Local 471

Local 471 Serving up Worker's Rights in the Capital District