

Rate your employer: Common strategies to keep control

Source: OPSEU course, *Advancing Issues through Labour Management Committees*

Rate your employer's use of these strategies to divide members and make the union look incompetent. Some of these strategies can be a result of employer incompetence; some may be deliberate. In either case, these practices have a real impact on both members and the union. Where your employer has an "often" rating, provide a specific example of this strategy being used in your local. Identify the impacts of these strategies on the LEC and the members.

Strategy	Rarely	Sometimes	Often	Examples
Deny any responsibility				
Delay problem-solving by stalling and inaction				
Distract attention from management practices and their impact on workers				
Divide activists through favouritism, dealing with selected leaders, rumour mongering, etc.				
Discredit activists who speak out by making them look extreme, out of touch, oversensitive				
Discourage activists and the union by withholding information, intimidation, reprisals, silence, continued incompetence				
Other "Deadly D" strategies?				

Impact on The Local Executive

Impact on the Members
