

## Labor-Management Relations

- Tennessee is a Right to Work state.

<b>Unionization Rate (Overall)</b>	=	<b>7.4%</b>
Public Sector	=	2.1%
Private Sector	=	5.3%

### Union Election Results 2003-Present

<u>Year</u>	<u>Month</u>	<u>Union</u>	<u>Company</u>	<u>County</u>	<u>Location</u>	<u># Eligible Emps</u>	<u>Voting For Union</u>	<u>Voting Against Union</u>	<u>Vote Result</u>
2010	June	Teamsters	Cummins Crosspoint, Inc.	Knox	Knoxville	21	15	2	WON
2009	Feb.	International Association of Machinists & Aerospace Workers	UPS Freight	Knox	Knoxville	3	3	0	WON
2009	March	Teamsters	First Student, Inc.	Anderson	Oak Ridge	31	25	2	WON
2008	Sept.	United Steel, Paper, Forestry, Rubber, Mfg, Energy, Allied Industrial & Svc Workers Int'l Union	Tate & Lyle – Grains & Commodities	Loudon	Loudon	18	8	9	LOST
2007	June	International Guards Union of America	Wackenhut Services, Inc.	Anderson	Oak Ridge	52	29	6	WON
2007	Oct.	International Association of Machinists & Aerospace Workers	Maremont/International Muffler Co.	Loudon	Loudon	478	141	223	LOST
2006	Feb	International Brotherhood of Electrical Workers	Comcast Cable	Knox	Knoxville	97	14	81	LOST
2006	Aug	United Steel, Paper, Forestry, Rubber, Mfg, Energy, Allied Industrial & Svc Workers Int'l Union	Carlisle Tire & Wheel	Anderson	Clinton	455	106	306	LOST
2006	Sept	Teamsters	Advanced Labelworx	Anderson	Oak Ridge	46	9	32	LOST
2006	Sept	Laborers International Union of North America	Performance Contracting	Roane	Rockwood	44	18	15	WON
2006	Sept	International Union of Operating Engineers	RCS Corp.	Anderson	Oak Ridge	39	36	2	WON
2006	Dec	International Assn of EMT's & Paramedics	Rural/Metro Corp.	Knox	Knoxville	126	80	19	WON
2005	Jan	Int'l Assn of Bridge, Structural & Ornamental Iron	Enco Materials	Knox	Knoxville	22	14	7	WON
2005	May	UNITE	ARC Automotive	Knox	Knoxville	408	171	11	WON
2005	Oct	International Assn of EMT's & Paramedics	Rural/Metro Corp.	Knox	Knoxville	95	40	46	LOST
2005	Dec	Teamsters	Rinker Materials	Knox	Knoxville	109	29	69	LOST
2004	Jan	United Steelworkers of America	Total Logistic Control	Monroe	Vonore	65	13	48	LOST
2004	Feb	International Union of Operating Engineers	Critique, Inc.	Anderson	Oak Ridge	60	16	35	LOST
2004	June	PACE (Paper/Allied-Industrial/Chemicals/Energy)	Packaging Corp. of America	Knox	Knoxville	43	22	18	WON
2004	Aug	Journeyman (Plumbing & Pipe Fitting)	Aqua-Chem	Knox	Knoxville	78	14	59	LOST
2003	May	International Guards Union of America	Wackenhut Services, Inc.	Anderson	Oak Ridge	26	11	15	LOST
2003	Aug	PACE (Paper/Allied-Industrial/Chemicals/Energy)	Packaging Corp. of America	Knox	Knoxville	45	19	21	LOST

Source: National Labor Relations Board

***Labor Unions in the Knoxville Area by Company***

<b>Labor Union</b>	<b>Company</b>
Bakery, Confectionary, Tobacco Workers & Grain Millers (International Union of)	Interstate Bakeries Corp. (Merita)
Bridge, Structural & Ornamental Iron (International Association of)	Enco Materials
Chemical Workers Union (International)	B&W Y-12, LLC
Communications Workers of America	AT&T Knoxville News-Sentinel University of Tennessee
Electrical Workers (International Brotherhood of)	B&W Y-12, LLC Knoxville Utilities Board Norfolk Southern Corp. UT-Battelle/ORNL
EMT's & Paramedics (International Association of)	Rural/Metro Corp.
Food & Commercial Workers Union (United)	Kroger Co.
Graphic Communications International Union	Knoxville News-Sentinel
Guards Union of America (International)	Wackenhut Services, Inc.
Heat & Frost Insulators & Asbestos Workers (International Association of)	B&W Y-12, LLC
Laborers International Union of North America	Performance Contracting
Locomotive Engineers (Brotherhood of)	Norfolk Southern Corp.
Machinists & Aerospace Workers (International Association of)	B&W Y-12, LLC Tennessee Valley Authority (TVA) UPS Freight UT-Battelle/ORNL
Operating Engineers (International Union of)	B&W Y-12, LLC RCS Corp. UT-Battelle/ORNL
PACE (Paper, Allied-Industrial, Chemical & Energy Workers)	Smurfit-Stone Container Corp.
Plumbers & Pipe Fitters	Key Safety Restraint Systems
Sheet Metal Workers International Association	Briggs Plumbing Products JBM, Inc. Norfolk Southern Corp. Uster Technologies
Steelworkers of America (United)	Alcoa, Inc. Dow Advanced Materials General Shale Brick Packaging Corp. of America Shaw Environmental & Infrastructure
Teamsters (International Brotherhood of)	Cummins Crosspoint First Student, Inc. Interstate Bakeries Corp. (Merita) TMSi United Parcel Service (UPS)
UNITE	ARC Automotive B&W Y-12, LLC Sports Belle, Inc. UT-Battelle/ORNL