

**A LABOR DAY
MESSAGE FROM
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Let us remember that Labor Day is **not** a day to honor and celebrate “unions.” This is a day to honor **all** working Americans.

Labor Day 2020 brings new hope to Management, as the NLRB now has a Republican majority among its members. The newly composed NLRB has restored the First Amendment rights of Management; restored respect for the private property rights of Employers; and restored an obligation of all employees to respect civility in the workplace.

In 1886, Samuel Gompers founded the American Federation of Labor. In 1924, Gompers said in a speech, “No lasting gain has ever come from compulsion.” He also is quoted as saying, “The worst crime against working people is a company which fails to make a profit.”

Today’s union movement is all about brute force and disparagement of capitalism and profits. And it is no wonder that unions represent only 6.2% of the private sector workforce!

2020 has been a tough year for employees. The nationwide shutdown due to the Chinese Coronavirus was a colossal mistake. However, we are rebounding from that as millions are returning to the workplace. It is important that employees reclaim their precious right to work.

In a 1953 U.S. Supreme Court case, Justice Frankfurter described the right to work:

The right to work, I had assumed, was the most precious liberty that man possesses. Man has indeed as much right to work as he has to live, to be free, to own property. It does many men little good to stay alive and free and own properties, if they cannot work. To work means to eat. It also means to live. For many it would be better to work in jail, than to sit idle on the curb. The great values of freedom are in the opportunities afforded man to press to new horizons, to pit his strength against the forces of nature, to match skills with his fellow man.

So, my message to all of my friends in Management is this: Do all you can to fully re-open your businesses and make **profits**. Only a truly profitable Company can be a fun place to work. Only a truly profitable Company can provide good wages, hours and working conditions to full-time employees.

Celebrate your Management team and its victories. Prize and honor fairness, dignity, and respect among your employees. Do not tolerate incivility. Be not afraid to “weed the garden” by ridding your workplace of underperforming employees. Be not afraid to be respected as Managers and as a Management team. Remember that it is your First Amendment right to communicate to employees that you prefer a “**union-free**” workplace. By doing these things, you will secure a profitable, strong workplace for the majority of your employees who do a good job every day.

Have a great Labor Day weekend!!!

- Michael

September 3, 2020