

CUE Mission and Fundamental Beliefs

CUE's Mission: *“To promote union-free work places and positive employee relations to create and sustain competitive advantage.”*

In the continually changing, global economy in which employees and employers collaborate and compete, CUE believes in public policy, laws, and regulations regarding unionization that promote flexibility, productivity, informed choice and the opportunity to succeed.

Employee-relations policies and practices should value individual workers and fundamentally be pro-employee. Such policies and practices should emphasize direct, personal, individual relationships among those who work together, based on five, root principles.

- ❖ Each person is unique, possessing a different combination of talents, abilities, skills, energies, motivations, and ambitions.
- ❖ Each person should be treated on an individual basis recognized for his or her own accomplishments.
- ❖ Each person who works in any organization has a common stake in its objectives, strength, growth, and results. Better results occur when employees are informed, participate, and work well together.
- ❖ Questions and problems are best resolved in one-on-one, frank, and open discussions with leadership.
- ❖ Leaders should cultivate and optimize employees' talents and capabilities, inspire performance and morale, engage employees towards common goals, and foster strong, direct individual relationships with employees.

Greater success occurs when organizations and employees operate union-free. Third-party representation has historically restricted the operating capabilities of an organization. A union's institutional considerations and political motivations often outweigh their ultimate concern for the employee and the overall success of the organization.

We believe in employees' freedom of choice. While we respect the rights of employees who choose to form or join unions, we also respect the rights of employees who choose to reject union representation in favor of a direct relationship with their employers.