

WHAT IS UNION VULNERABILITY?

Labor unions are aggressively attempting to organize – they need to in order to survive. As union membership in the private sector continues to decline, unions are employing more creative, and sometimes more aggressive, organizing tactics. And the current National Labor Relations Board appears to be willing to bend over backwards to encourage union organizing. Companies need to be aware of early warning signs and risk points to limit vulnerability to union organizing efforts.

WHAT COMPANIES CAN DO

It's important for companies to understand the telltale signs of union organizing efforts. Leadership teams must be aware of potential vulnerabilities and have a high-level strategy in place to address and overcome challenges. Supervisors and Managers are the first line of defense against third-party interference. Front-line leaders must have an effective, trusting relationship with their direct reports. Before the first rumor of a union organizing effort is received, leaders should be aware of the "hot button" issues and understand how and when to effectively advocate the shared goal of remaining union free.

In light of the NLRB's new standards designed to promote union organizing, it is now critically important that employers develop a comprehensive union avoidance strategy.

HOW STINSON LEONARD STREET CAN HELP

Stinson Leonard Street's traditional labor attorneys are experienced, aggressive, service-oriented practitioners with a national reputation for helping employers remain union free. Our approach to union avoidance is based upon a foundation of positive employee relations customized to meet our clients' particular needs.

Our Positive Employee Relations Training and Union Vulnerability Audit Services allow employers to gain an awareness of the current workplace climate and its susceptibility to union organizing; educate supervisors and managers about unions and the early warning signs of union organizing efforts; and, prevent the conditions that can lead to a union organizing effort. Our program is a proven, proactive approach that we have used nationally for more than 20 years with excellent results.

The goals of our audit and training program include: (1) help gain an awareness of the present work climate and its susceptibility to union organizing; (2) educate supervisors and managers about unions, the organization process and the early warning signs of a union organizing effort; and (3)

prevent the conditions that can lead to a union organizing effort.

FEATURES OF OUR PROGRAM INCLUDE:

- » We offer a stylized Positive Employee Relations Training to frontline managers and supervisors, focused on educating them on the warning signs of union organizing activity and the dramatic changes the NLRB is promoting, as well as how to legally and effectively communicate the truth about unions.
- » Directed training on developing Positive Employee Relations through Communication, Participation, and Recognition (CPR).
- » We have found that conducting a periodic Union Vulnerability Audit is the best way to survey, assess and address employees' views on an attorney-client privileged basis.
- » A critical component of the program is the confidential one-on-one interviews that we conduct with managers and front line supervisors to gather facts, identify "hot button" issues, and mitigate union organizing risks.

ADVANTAGES OF POSITIVE EMPLOYEE RELATIONS TRAINING AND UNION VULNERABILITY AUDIT SERVICES:

- » Maximize Efficiency – preserve operational flexibility without union contract constraints.
- » Cost Savings – combating a union organizing effort can cost tens of thousands of dollars. If the union wins, the cost of labor negotiations and contract administration would undoubtedly add significantly to an employer's ongoing cost of doing business.
- » Added Value – managers and supervisors will gain greater understanding of the powerful impact of positive employee relations.
- » Added Security – managers and supervisors will learn to recognize early warning signs of a union organizing effort, and be equipped to be the eyes, ears and voice of the company when it comes to maintaining union-free status.
- » Improved Morale – leading to greater production efficiencies and lower attrition.
- » Added Insight – confidential supervisor interviews provide employers with valuable insight into employee relations issues that are less obvious, and that may pose union vulnerability risks if left unchecked.

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