



UNION AVOIDANCE: Recent Techniques & Trends In Union Organizing



PRESENTED BY

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Union Avoidance (Six Hours)

AGENDA

- I. Introduction and Icebreaker (10:00-10:15)**
- II. How The NLRB Is Structured & Why It Matters (10:15-11:15)**
 - a. The Process – Investigator, Judge and Jury
 - b. The Filing of the Petition
 - c. The Representation Hearing
 - d. The Election
 - e. The Objection To The Election
 - f. What You Can Say and Do to Respond to Union Organizing
- III. How Union’s Organize Companies – A Shift In Union Organizing (11:15-12:00 noon)**
 - a. Grassroots Organizing
 - i. Industry Focus
 - ii. Industrial Parks
 - iii. Disgruntled Employees
 - b. Corporate Campaigns
 - i. Focusing On Your Customer/Clients
 - ii. Your Financial Institutions – We Know Who Lends You Money
 - iii. Your Vendors / Suppliers
 - c. Legal Maneuvering
 - i. Wearing Your Organization Down
 - ii. Entangling Your Organization In The Web – The NLRB & The Courts
 - iii. Proposed Legislation
- IV. Lunch and Continued Discussion (45 minutes plus 15 minute break)**
- V. Why Employees Seek Union Representation & Early Warning Signs (1:00pm-2:00pm)**
 - a. Poor Management Practices
 - b. Economic Times – The Influence of Management Decision-Making
 - c. Keep Your Eyes Open – When You Know The Union Is Knocking At Your Door
 - d. Types of Employees Who Seek Union Representation
- VI. Steps In Maintaining A Union-Free Environment (2:00pm-3:00)**
 - a. Rules, Policies and Procedures
 - b. The Role of H.R.
 - c. Management & Supervisor Development
 - d. Equitable, Firm and Consistent – “Fairness” Can Be Overrated
 - e. Auditing Your Management Systems