

Remaining Union-Free Seminar October 17, 2018

Presented by



- 8:00 a.m. **Registration and Continental Breakfast**
- 8:30 a.m. **Making Unions Irrelevant to Your Workforce**
- Early positive outcomes from the Trump board
 - Technology and social media: How unions take advantage
 - Current tactics: How are unions changing? What's in the union's playbook?
 - How unions market themselves to your employees
 - Changes in how to prepare for a union election
 - Owning the outcome
- 10:30 a.m. **Break**
- 10:45 a.m. **Avoiding the Union Organizer Altogether**
- The toolkit you need in place before the union organizer shows up
 - Real-world specific steps you can take to increase your chances of defeating organizing from the first day of employment
 - Orientation programs: a frequently overlooked opportunity
 - The number one reason employees want to contribute and how you can implement it
 - "Salting" – union organizers apply for jobs: what can you do about it?
 - Checklist on the probability of remaining union-free
- 12:00 p.m. **Lunch (provided)**
- 1:00 p.m. **Employee Involvement and Its Role in Staying Union-Free**
- The union's kryptonite: employee involvement programs and how you can lawfully implement them
 - How to handle employee grievances to increase your chances of remaining union-free
 - Protected concerted activity – how the National Labor Relations Act applies to non-union employees
 - Establishing effective communication programs and peer grievance review
 - The legal "stuff" you must know to avoid unfair labor practices
 - The tactics unions will use to trap you into committing unfair labor practices
- 2:15 p.m. **Break**
- 2:30 p.m. **Early Recognition of Organizing Activity**
- Why employees are vulnerable to union organizing
 - Warning signs of union organizing
- 3:15 p.m. **Responding to Union Activity and Winning the Election**
- Responding to authorization cards – do your supervisors know how to answer the two most critical questions about unions?
 - Your right to speak – how to advocate your union-free philosophy without violating the law
 - Identifying and addressing the issues
 - Running a successful and lawful campaign
- 4:15 p.m. **10-Point Plan on Remaining Union-free**
- 4:30 p.m. **Adjourn**