

Remaining Union-Free Seminar April 2, 2024

Presented by:



- 8:30 a.m. **Registration and Continental Breakfast**
- 9:00 a.m. **Making Unions a Non-Factor for Your Workforce**
- Developments at the National Labor Relations 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 No. 1 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
- 12:15 p.m. **Lunch (provided)**
- 1:15 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
 - Legal "stuff" you must know to avoid unfair labor practices
 - Tactics unions will use to trap you into committing unfair labor practices
- 2:30 p.m. **Break**
- 2:45 p.m. **Early Recognition of Organizing Activity**
- Why employees are vulnerable to union organizing
 - Warning signs of union organizing

3:30 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
- 10-point plan on remaining union free

4:15 p.m.

Adjourn