



MANUFACTURERS' ASSOCIATION OF SOUTH CENTRAL PENNSYLVANIA

160 Roosevelt Avenue, Suite 400, York, PA 17401
Phone (717) 843-3891 • Fax (717) 854-9445 • www.mascpa.org

THE NATIONAL LABOR RELATIONS BOARD (NLRB) IS AGGRESSIVELY CHANGING RULES TO FAVOR UNIONIZATION...NOW WHAT?

With numerous NLRB rules and regulations changes looming in the near future, all employers must be prepared to face union organizers. A critical component to a proper union-free strategy is to engage in a process that will continually assess your vulnerability, across your entire enterprise. This process will answer the question that everyone has been asking us lately, "How do I know if my company is at risk?" Employers need to make preparations now, before there are any signs of union activity and train managers and supervisors how to immediately and lawfully respond to union organizing efforts.

How Can Employers Respond? "What are you doing to prepare for a new union-friendly labor law environment?"

MASCPA is now offering a three-hour class to train your supervisors, managers, and executives, on-site, at your facility how to maintain a union-free workplace. Please take a moment to read the information below on why this is needed in every non-union workplace immediately!

We will conduct a three-hour interactive class on-site at your facilities.

1. Educate managers and supervisors on what to watch for as signs of unionization and about the importance of your company's union-free status to its continued success.
2. Educate managers and supervisors about what unions can and cannot do for employees.
 - We can present these sessions on-site at your facility and at times you deem appropriate for your supervisors, managers, & executives to attend.
 - Classes can be broken into (2) two 1 ½ hours sessions with a one or two week break between sessions.
 - Ideal class size is 15 to 18 persons (18 maximum), e.g., 36 total trainees would require two 3-hour classes of 18 persons per class.
 - It works quite well if you have a mix of executives, managers and supervisors in each class to promote a highly interactive and cross-sectional perspective of perceived vulnerability of the organization, as well as an accurate assessment of both positive and negative driving forces that allow you to maintain a union-free workplace.

We can also assist your leadership team in:

3. Designating an Employee Relations response team to
 - monitor unionization developments
 - assess the risk of union organization and assess how organizing may be directed at your employees
 - develop a written response plan and create an implementation action calendar in the event a petition-for-election is presented to your company
4. Assessing, and regularly reassessing your company's vulnerability to a union organizing campaign and promptly address any identified weaknesses in the areas of policies, procedures, wages, benefits, working conditions, and supervisory skills.

This should not be construed as legal advice or as pertaining to specific factual situations. As the above illustrations demonstrate, unions are alive and well and are continuing their efforts to organize your work force. Resistance efforts can be a minefield for employers. Contact Jim Baker, Sr Consultant Talent Management at 717-781-4070 for more details on how The Manufacturer's Association of South Central PA can assist your management team in maintaining a union-free workplace.

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SOLICITATION AND DISTRIBUTION RULES – We can assist you in adopting proper policies that can limit the ways that union supporters spread their messages. **However**, such policies must be formally made public, i.e., published, before the start of union activity to avoid a charge of unlawful retaliation and a charge of an “Unfair Labor Practice” (ULP).

FRONT-LINE RESPONSES - A union-organizing drive usually brings with it tension and uncertainty. Employees often ask their first-line supervisors and managers what it means to be unionized and how it will affect them. It is imperative that these front-line responders be prepared with lawful answers.

PREPARATION IS BEST DEFENSE – We can assist you in providing periodic supervisory and managerial training on topics such as rights and responsibilities under labor and employment laws.

We will help your supervisors be prepared to answer questions from employees. If your supervisors are asked any of the following by an employee they should know how to respond in an appropriate manner.

1. Am I under any obligation to talk with a union organizer?
2. Are union organizers the only people who will try to get me to sign a card?
3. The union organizer "promised" me an increase in wages and benefits. Can an organizer guarantee these will happen?
4. Why would union organizers tell me all the things they can do for me when in reality they can't?
5. Can a union guarantee me job security and prohibit the Company from terminating or coaching an associate who violates company rules?
6. What is an authorization card?
7. What is an authorization card used for?
8. If I signed an authorization card, do I have to vote for the union?
9. I heard there is a union meeting tonight. Do you want me to go and report back to you on who was there and what was said?
10. Why shouldn't we try a union for a year and see what they can do for us, and then if we don't like them, tell them to leave?
11. Can I oppose the union?
12. Will anyone know how I vote in the election?
13. Do I have to vote if there is an election?
14. How is the outcome of the election determined?
15. If the union wins the election, which employees does it represent?
16. If the union wins the election, do I have to join the union?

We can help! Call 717-781-4070

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