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Creative Business Solutions

Look Out for the Union Label

Training management in how to avoid unionization if the company is not unionized.

Problem

Although union membership continues to decline (only 8 percent of U.S. private-sector workers are now unionized), aggressive union organizing campaigns continue in several industries, including the hotel, restaurant, and textile industries. Most employers prefer, however, to operate in a non-union environment.

Action

Before a unionization campaign arises, you should consult with labor counsel to assess the likelihood that unions can make inroads, to identify contentions that unions can make against your company, to prepare lines of defense, and to repair weaknesses.

Results

If a possible unionization drive can be headed off, especially before formal action is taken before the National Labor Relations Board, a company will be able to continue to foster a workplace climate that treats workers fairly and with respect – without the intervention of a union. The company will be able to compensate workers fairly at marketplace rates, to establish appropriate incentive programs, and to resolve employees' concerns promptly. All of these functions can become more difficult in the presence of a union.

Contact

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