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REMAINING UNION FREE/ UNION ORGANIZING/ NATIONAL LABOR RELATIONS ACT (NLRA) ISSUES

For employers who have adopted a policy of operating union-free, Krukowski & Costello, S.C. has resources available to help employers remain competitive while complying with federal labor laws. Our experienced lawyers practice extensively before the National Labor Relations Board (NLRB); some have even formerly represented unions, which provides our attorneys with a unique insight into all sides of the issues and processes. These are the services we can provide:

- Legal counseling on all aspects of the National Labor Relations Act (NLRA), including what is permitted and prohibited conduct under the law, and assistance in addressing all facets and intricacies of union organizing attempts
- Conducting a vulnerability analysis of an organization to identify areas where a company is vulnerable to union activity and what actions should be taken now to minimize the risk of a union organizing campaign
- Working with employers after vulnerability areas have been identified to create a proactive plan, which includes developing new communication techniques with upper management, supervisors and employees, as well as reviewing handbooks, work rules and policies for going forward
- Strategic analysis, tactical planning and “behind the scenes” support to an organization when it is the subject of a union organizing campaign
- Assisting employers in responding to coercive “corporate campaigns,” which include negative consumer awareness programs, secondary boycotts, recognitional picketing and other acts that attempt to coerce and apply pressure on employers to deal with the union
- Guidance regarding the January 31, 2012 posting requiring all employers to post a notice informing employees of their right to unionize
- Defending employers against unfair labor practice charges which are often filed by a union during an organizing campaign.

For more information call Kathy Markos at 414-988-8400, or email kam@kclegal.com.