

Managing Effective Employee Relations Management Training General Industry Outline

- 1. Introduction**
 - The Union Free Privilege
 - What is a Union?
- 2. The Practical and Procedural Elements**
 - The National Labor Relations Board and The National Labor Relations Act
 - U.S. Laws Protecting Employees
 - The National Labor Relations Act
 - Employees' Rights
 - What about Employees and Supervisors
 - Charge Against an Employer
 - Unfair Labor Practices of an Employer
 - Charge Against a Labor Organization
 - Unfair Labor Practices of Labor Organizations
- 3. Why Resist Unions**
- 4. Trends in Union Organizing**
 - Quick Facts about Union Membership
 - Percent of Private Sector Workforce Unionized
 - Organized Labor's Response
 - The Study for the AFL-CIO
 - The AFL-CIO's Web Site
 - Change to Win Web Site
 - Today's Organizer
 - The Real Reasons Employees Seek Unions
 - The New Union Battlecries
 - Salts
- 5. The Path Toward a Union**
 - Early Warning Signals of Unionizing Activity
 - The Representation Process
 - Winning NLRB Elections
 - K. Bronfenbrenner Survey
- 6. The Union's Campaign**
 - UAW Card Drive Talking Points
 - Union Handouts
 - The Electronic Campaign
 - Petition
 - The Union Game Plan
 - Guerrilla Tactics
 - Union Card Signing Campaign
 - Representation Petition
 - Union Cards
 - Demand for Recognition
 - Good Faith Doubt Letter
 - NLRB Petition
 - Stipulated Election Agreement
 - Decision and Direction of Election
- 7. The Corporate Campaign**
 - Corporate Campaign Definitions
 - Section 8(g) Notice
 - Positive Campaign Agreement
- 8. The Employer's Campaign**
 - How Often do Unions Win Elections
 - How to Counter the Union Game Plan
 - The Role of the Supervisor
 - Points to Consider for Consistent Discipline
 - A Supervisor Can
 - A Supervisor Cannot
 - Supervisors, Employees and the First Amendment
- 9. Misconceptions**
 - Autonomy
 - Union Structure
 - Liabilities and Obligations
 - Cost
 - Dues
 - Wage and Benefits
 - Bargaining
 - Strikes
 - Decertification
- 10. Impact of Unionization**
- 11. Hardening The Target**
 - The Selection Process
 - Union Free Trail Marks
 - Employee Advisory Committee
 - Peer Review Committee
 - Union Vulnerability Checklist
 - True – False Test
 - Right-to-Work Laws
- 12. Review**
 - What Did You Learn?
 - Checklist for Remaining Union Free
 - Questions
 - Certificates