

# Managing Effective Employee Relations Management Training Healthcare 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

## 13. Appendix for Hospital Employees

- American Hospital Association v. NLRB
- Nurse Vulnerability Checklist
- The Hospital Units
- NLRB v. Health Care & Retirement Corp
- Kentucky River