

## In The News

# Akerman Partner Thomas Mandler Cites Advantages of Union Vulnerability Audits for Nonunionized Employers

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In an *HR Magazine* article titled, “Union Vulnerability Audits Can Be Effective,” Traditional Labor Law Practice Co-Chair [Thomas Mandler](#) in Chicago discussed how the information gained from a union vulnerability audit can be effectively used by nonunionized employers to address key problem areas, measure employee satisfaction, and proactively minimize union-organizing approaches among employees.

*HR Magazine* wrote: “A typical union vulnerability audit analyzes the terms and conditions of employment—job security, pay, benefits, policies, rules, etc.—and compares them to similar employers to determine how they measure up to area standards,” Mandler said. For example, if the audit determines that wages are below area averages, the employer should consider pay increases to counter any union-organizing pitch that focuses on increasing wages, Mandler said.”

“Smart union-free employers will use the information gained during a union vulnerability audit to proactively minimize their employees’ susceptibility to union-organizing approaches,” Mandler said. For example, if the audit found that employees complained about poor communication, an employer should adopt new methods of making sure employees are informed, he noted.”

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