

Practices

Traditional Labor Law

Union organizing campaigns are gathering momentum across the country. Union organizers are leveraging effective tools such as social media, websites, and other digital communications to advance organizing efforts. At the same time, the federal government has taken a decidedly union-friendly approach.

Union-free employers that are confronted with a union organizing campaign require experienced counsel like members of our Traditional Labor Law Team. We have first-hand experience representing and advising clients through active union organizing campaigns that lead to card checks and the voluntary recognition process, and the federal election process conducted by the National Labor Relations Board. Similarly, we counsel unionized employers through the decertification election process where appropriate. We leverage our knowledge of union strategies and tactics to help clients navigate this increasingly challenging environment. In addition, we regularly advise union free employers that are not the target of union organizing on drafting and enforcing handbook policies and issuing disciplinary actions that will not violate the law.

Companies with unionized workforces also benefit from our team's significant experience representing private and public sector employers nationwide in a wide range of industries, including manufacturing, distribution, healthcare, higher education, hospitality, cannabis, and real estate. Our Traditional Labor Law Team has collective bargaining

Connect With Us



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Our Team

Related Work

Employment Litigation
Labor and Employment
White Collar Crime and
Government
Investigations

experience with almost every United States union, having negotiated literally several hundred collective bargaining agreements. We often succeed at limiting client disputes with the union and maintaining harmonious employer-labor relations by providing effective advice and counsel on contract administration, contract interpretation, and employee discipline issues, proactive supervisory training, and conducting internal investigations as needed. When disputes arise, we have a proven track record in defending clients in litigation before the NLRB and at arbitration hearings. We are also regularly involved with due diligence matters and corporate transactions which raise union issues or involve unionized workforces.

What We Do

Advise Employers on Maintaining Union Free Status

- Assist with the development and implementation of best practices for maintaining positive employee relations
- Provide legal advice regarding union campaigning strategies
- Conduct union vulnerability audits
- Train supervisors on how to identify and respond to union organizing activity
- Defend unfair labor practice proceedings before the NLRB
- Provide legal advice in the event of a union organizing campaign, card check and NLRB election

Assist Employers in Labor Relations and Collective Bargaining

- Train supervisors on how to manage a unionized workforce
- Negotiate collective bargaining agreements

- Respond to picketing, including obtaining Boys Markets injunctions against strikes
- Litigate issues before the NLRB, other governmental agencies, federal, and state courts
- Handle union decertification, and de-authorization elections
- Advise employers regarding plant closings, relocations and reductions in force

Represent Unionized Employers in Grievance Arbitrations and Unfair Labor Practices

- Implement successful labor relations strategies, including appropriately administering and interpreting collective bargaining agreements
- Prepare and assist with the implementation of appropriate and effective policies to avoid union grievances and unfair labor practice charges
- Provide advice on disciplinary matters, and evaluate grievances
- Present arbitration and NLRB cases