

Client Alert

April 2015

Countdown to an Ambush

If your company did NOT attend our recent webinar concerning the new Ambush Union Election rules, then please READ ON:

Are any of your company's employees non-union? Does your company care whether it remains non-union? Does your company want to have a meaningful voice concerning whether your employees choose to be represented by a union?

If the answer to any of these questions is YES, then start with this: under the ambush rules, the NLRB can conduct union elections within 11 days of the date a petition is filed. Yesterday, President Obama vetoed legislation intended to stop ambush elections in order to allow "fair and streamlined procedures" for employees to "make their voices be heard" in the workplace.

There are now only fourteen (14) days until the NLRB's ambush union election rules go into effect. Is your company familiar with the ambush rules? Have you educated your management team and/or your employees about any of this? Is your company ready to react instantly to a union petition? Is your company prepared to launch, conduct and win a counter-organizing campaign, all within 11 to 20 calendar days after you first hear of the union's organizing activity? Is it even possible to win under those circumstances? NOT without a plan!

Two weeks ago we conducted a webinar attended by over 100 of our client representatives alerting them as to what was about to happen to labor relations at their companies. We provided information, ideas, warnings and a template of a plan to prepare companies to deal with these, the most radical, pro-union changes in the rules regarding union organizing in the last 60 years.

If your company has not created, completed and rehearsed a plan to deal with a union organizing emergency....which an 11-day election clearly is.....then you should consult with us or other labor counsel or consultants immediately.

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