

News & Types: Employment, Labor & Benefits Update

# Do You Need the Ever Ready Anti-Union Campaign?

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Practices: Employment, Labor & Benefits

Does your company employ 2 or more employees? Have there been issues with paychecks? Supervisors? Anger about policy changes? Is there a unionized company in the same industrial park? Same street? Was there picketing outside a local business? Are union contractors rehabbing your building, working next to your non-union employees? Have employees complained about their wages? Do they want \$15/hour to start? Are they collecting the names and addresses of co-workers – for Xmas cards? In September?

You do not have to be a manufacturing company to be hit by a union organizing campaign. As we reported, the National Labor Relations Board's new regulations became effective on April 14, 2015. We predicted that these new regulations would help unions, resulting in more petitions and shorter campaign periods.

Preliminary statistics bear reporting. According to NLRB statistics, for the three-month period from May 1 through July 31, the average of all petitions filed was 225. However, for the previous nine months, an average of all petitions filed was 200. More significantly, the number of days to an election has decreased. Under the new regulations, the number of days for the campaign could decrease from an average of 42 to 21. For many companies, that is not enough time to convince employees to vote for the company. That's because the union has been organizing the workers underground for months and hits with the petition for an election when it is strongest.

The solution is the Ever-Ready Anti-Union Campaign.<sup>TM</sup> Developed by Masuda Funai, the process begins with an analysis of your company's vulnerability. If a company is vulnerable, it needs to take immediate action. Even if a company is not vulnerable, a new policy or an action by a supervisor may spark anger and group activity. Employees easily find unions on the Internet able and willing to help. It is too late to diagnose a problem after the NLRB's investigator calls on the telephone, informing a company that a union election will take place and inviting the company to a hearing within the next week. All companies need to examine and correct its decision-making practices, implement new and change unlawful policies, determine the "units" the union will seek to represent, determine who will vote and whom will be represented by a union contract and, most importantly, create and maintain an issue-free workplace.