



Unionization: What can you do?

On December 22, 2010 the National Labor Relations Board (NLRB) published a proposal that would require employers to post notification of employee rights to organize and bargain collectively under the National Labor Relations Act. Given the current global economic conditions, employees will begin asking questions about unionization. As an employer, you should find yourself thinking, what can I do to avoid unionization in my workplace?

To understand what you can do to avoid the unionization of your workforce, it would be helpful if you recognize why employees seek unionization. According to a survey conducted by the Employment Law Alliance, employees seek unionization for the following reasons:

- The perceived improvement of workplace safety (63% of respondents)
- The improvement of benefits (60% of respondents)
- The improvement of wages (57% of respondents)
- The increased job security a union would provide (54% of respondents)

Given the reasons listed above, as an employer you need to address these issues before questions arise about unionization. At East Coast Risk Management, we suggest employers focus on safety and employee satisfaction to help avoid unionization.

Safety – placing an emphasis on employee safety by developing or revising your safety handbook (including all relevant programs, policies, and procedures), developing an active safety committee, and the implementation of a safety recognition program.

Employee Job Satisfaction – evaluating at employees basic wants and needs from an employer by developing and/or revising performance evaluations, having an up-to-date employee handbook, and providing training and education on good communication.

Make sure that your company takes the proper steps to help avoid unionization in your workplace. For further information or assistance on improving workplace safety and employee satisfaction, please contact East Coast Risk Management HR Manager Cara Mia Londino, Esq. via phone at 724-864-8745 or by e-mail at clondino@eastcoastrm.com.