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## Maintaining a Union Free Work Environment

**Prerequisites:** None  
**Schedule:** One Half-Day Session

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### Course Content

- Why employees turn to unions
    - What irritates employees
    - Types of employees that resort to unionism
    - Managers and Supervisors that cause unionism
  - The managers role in preventing unionism
  - What can be said during a union campaign
  - History of Unions
  - The role of the NLRB
  - New ways of organizing
  - Specifically what you can do to prevent a union from starting
  - The managers' / supervisors' role
  - Conducting a vulnerability audit
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The purpose of this course is to teach managers and supervisors (often the first to hear of union activity) how to recognize initial activity and how to lawfully and effectively respond to it. An important objective of the course is to make the supervisor / managers feel comfortable when talking about unions and helping them communicate your company's position on unions.