

MAINTAINING A UNION FREE ENVIRONMENT

<p>Behavioral Expectations:</p> <ul style="list-style-type: none"> • Recognize initial union activity • Understand what you can or cannot tell employees about unions • Understand what a union authorization card is • Know the three things a union can do with cards it collects • Learn about the seven types of employees that unions exploit 	<p>Module Outline:</p> <p>Prerequisites: None Schedule: Half Day Session</p> <p>This course is designed 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 supervisors/managers feel comfortable when talking about unions and helping them communicate your company's position on unions.</p> <p>Topics Covered:</p> <p>Why Employees Turn to Unions</p> <ul style="list-style-type: none"> • What irritates employees • Types of employees that resort to unionism • Managers or supervisors that cause unionism <p>The Managers Role in Preventing Unionism</p> <ul style="list-style-type: none"> • Communication programs • Associate programs • Traits of a good supervisor <p>What Can Be Said During a Union Campaign</p> <ul style="list-style-type: none"> • Facts • Opinions • Experiences • Examples <p>Significance of Union Authorization Cards</p> <ul style="list-style-type: none"> • Three things a union can do with the cards it collects <p>The National Labor Relations Act</p> <ul style="list-style-type: none"> • Findings and policies • Definition of a supervisor • Rights of employees • Unfair labor practices • Representatives and Elections <p>What You Can Do To Prevent a Union From Starting</p> <ul style="list-style-type: none"> • Training for union-free supervisory techniques • Union vulnerability audit <p>The Managers' / Supervisors' Role</p> <ul style="list-style-type: none"> • Dedicated and positive staff <p>Key Learning Points:</p> <ol style="list-style-type: none"> 1. Participants will learn the importance of how to lawfully respond to union activity. 2. Understand how to effectively communicate your company's position on unions. 3. Learn new ways of organizing.
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