



## Union Avoidance

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Many of our clients prefer to operate on a non-union basis, and they rely upon us to help them develop and implement preventative labor relations strategies designed to promote this goal. The focus of such strategies is to create a positive, productive work environment where employees and management trust each other to resolve issues and concerns in a mutually respectful way.

The tools we utilize in this area include labor relations audits, management training, wage and benefit surveys, employee communications and internal complaint resolution programs.

### Experience

Below are representative samples of the types of union avoidance services we provide:

- ✓ Management training in union avoidance and compliance with National Labor Relations Act law.
- ✓ Development of employee handbooks and other policies that eliminate vulnerabilities to union organizing.
- ✓ Wage and benefit surveys to help provide competitive compensation packages.
- ✓ Performance of employee relations audits.
- ✓ Development of effective employee communications programs.

### News, Events, and Publications

**Scott Gore and Christina Wernick Selected as Notable Leaders in Employment and Labor Law 2023 by Crain's Chicago Business**

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