

Traditional Labor Relations

PRACTICE GROUP

- Collective Bargaining Negotiations
- Strike Preparations
- Labor Arbitrations
- NLRB Proceedings



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When it comes to union-management relations, companies need counsel with proven experience. The attorneys in Ogletree Deakins' Traditional Labor Practice Group have vast experience in complex and sophisticated traditional labor law matters. This includes experience advising and representing employers of all sizes and across virtually all industries in connection with collective bargaining negotiations, strike preparations, labor arbitrations, and National Labor Relations Board proceedings.

COLLECTIVE BARGAINING

Ogletree Deakins' attorneys have represented clients with bargaining units of all sizes in countless collective bargaining negotiations, and with all major unions. Our attorneys' negotiating experience involves handling the numerous matters that comprise collective bargaining, including:

- Wage rates, including incentive compensation and merit-based wage structures;
- Health insurance, including cost containment and maintaining management flexibility;
- Retirement plans, including modifying or eliminating pension plans;
- Leave time, paid time off, and other benefit issues;
- Productivity, performance, attendance, discipline, and other accountability measures;
- Transfer of work, facility closure, subcontracting, and other management rights; and
- Promotion, transfer, and layoff and recall rights, including ensuring management authority to fill positions based on skills and qualifications.

STRIKE PREPARATIONS

Preparing for a strike or work stoppage is a task no company looks forward to undertaking, but is essential as part of the bargaining process and to ensure that (in the worst case) the company is protected. Ogletree Deakins' attorneys routinely work closely with our clients in making detailed preparations that are necessary in advance of a strike, and help them execute this strategy as needs require. Strike preparations include such critical issues as:

- Business operation planning, including consideration of all lawful alternatives in operating during a strike, such as use of management and non-unit employees, contractors, and replacement workers;
- Internal communications and communications with the community and media;
- Security matters, including ensuring ingress and egress for working employees, suppliers, and customers; and
- Legal proceedings, including obtaining injunctions against unlawful striker misconduct.

We work closely with our clients to identify their goals for the bargaining table and map out a strategy to achieve those goals. Our mission is to help our clients anticipate all of the contingencies in the bargaining process and to accomplish the desired business objectives.

Preparation is crucial and can make all the difference in successfully meeting the challenge posed by a strike - both to protect the employer's needs today and to resist the pressure exerted by a strike, which can cause long term harm to the employer's competitive position in its industry.

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LABOR ARBITRATIONS

Ogletree Deakins routinely handles labor arbitrations for our clients with unionized workforces. Our lawyers have represented clients in labor arbitrations in virtually all industries and with all major unions. This experience includes:

- Discipline and discharge matters;
- Management rights disputes, including work relocations, subcontracting, layoffs, and work jurisdiction matters;
- Benefits disputes, including health and retirement benefit disputes; and
- Interest arbitration (used in the public sector and in the transit, utility and some other industries to set contract terms).

NLRB PROCEEDINGS

When traditional labor disputes end up before the National Labor Relations Board, our attorneys also have a wealth of experience, including:

- Defense of unfair labor practice charges against employers, including those alleging unlawful terminations, failure to bargain in good faith, and conduct interfering with employee rights;
- Prosecution of union unfair labor practice charges for unlawful picketing and boycott activities, failure to bargain in good faith, and other violations of the National Labor Relations Act; and
- Representation proceedings, including unit determination and election proceedings, objections hearings, decertifications, and other unit and representation disputes.

INDUSTRIES

The industries in which our lawyers have collective bargaining, strike preparation and/or labor arbitration experience include:

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| • Aerospace | • Government Service Contracting | • Public Transit and Utilities |
| • Airlines | • Grocery | • Railroad Equipment |
| • Assembly | • Guard Services | • Retail |
| • Automobile | • Health Care | • Rubber |
| • Broadcasting | • Hospitality | • Steel |
| • Clothing | • Manufacturing | • Telecommunications |
| • Coal Mining | • Meat Packing | • Textile Garment and Apparel |
| • Construction | • Non-Profit | • Transportation and Trucking |
| • Energy/Utility | • Office Equipment | • Universities |
| • Entertainment | • Oil Field Equipment and Refining | • Warehousing |
| • Food Processing | • Pharmaceutical | • Wholesale Distribution |
| • Furniture | • Printing | • And Many More |



With offices throughout the nation, the firm represents a diverse range of clients.

We operate efficiently on a national scale without compromising our commitment to service.

Ogletree Deakins is one of the nation's largest labor and employment law firms, representing management in all types of employment-related legal matters.



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