

# Traditional Labor Relations

PRACTICE GROUP

- Maintaining Union Free Status
- Positive Employee Relations Strategies
- Corporate Campaign Strategies



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## PRACTICE GROUP

Ogletree Deakins has extensive experience representing management in union representation campaigns. Since its inception in 1977, the firm has represented clients confronted with every form of union organizing activity. From union card signing activity and traditional union campaigns involving NLRB elections, to campaigns involving various levels of neutrality, to multi-site and even global attacks, to corporate campaigns, our attorneys have represented clients effectively, efficiently and successfully.

Our clients range from local single site employers to some of America's largest corporations in virtually every business and industry. The diversity of clients and unions trying to organize their employees has familiarized us with the broad spectrum of union organizing tactics. Our cumulative experiences enable us to provide effective legal counseling, which positions our clients to achieve successful outcomes.

## POSITIVE EMPLOYEE RELATIONS STRATEGIES

Ogletree Deakins has been a pioneer in developing strategies and practices that create positive employee relations. Through these legal, thoughtful approaches, enlightened employers work to develop a trust relationship with employees, which minimizes the risk of unionization. From vulnerability assessments, to issue identification and resolution systems, to program development and related management training, Ogletree Deakins lawyers work closely with clients to achieve a positive workplace relationship.

## NATIONAL AND MULTI-SITE UNION CAMPAIGNS

Ogletree Deakins has numerous attorneys with extensive traditional labor experience. Several large clients have selected the firm because of its ability to dispatch a team of 25 or more experienced lawyers to worksites throughout the country expeditiously. Our years of experience with multi-site, national campaigns have resulted in proven methods of coordinating management's response to widespread union activity. By harnessing technology, the firm's lawyers ensure that the client's management is a full participant in legal advice and strategies. The use of technology also maximizes the ability to communicate consistently and simultaneously, despite any geographic divides involved in a campaign.

*A pioneer in developing strategies and practices that create positive employee relations.*

*Our national labor practice has included campaigns involving every major labor union.*

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## CORPORATE CAMPAIGNS

In 1977, when Ogletree Deakins was founded, the firm represented a large textile client in what is reputed to be the first union corporate campaign. Since 1977, the firm has advised numerous clients, both in preparation for and during corporate campaign attacks. Strategies developed over the years involve the inclusive use of internal and external resources in the legal and public relations arena, along with corporate management to counter the multi-faceted approaches of unions and their allies.

## NATIONAL LABOR RELATIONS BOARD

Ogletree Deakins has a reputation for effective, professional representation before the National Labor Relations Board. That reputation has been earned through decades of dealing with the Board with integrity. Our experience in representation proceedings, including unit determinations and election proceedings, objections hearings, and other unit and representation disputes is unrivaled.

## WHEN RESULTS MATTER

Ogletree Deakins' clients measure results in two important ways. Most firm clients go year-after-year without experiencing a union election. That is the ultimate result of a well-executed positive employee relations program. Other clients that are targeted by unions for campaigns measure results differently. With unions winning elections at historically high rates in the 60% range, a very high percentage of Ogletree Deakins clients' employees reject unionization. Moreover, these results are achieved lawfully and, in most cases, without further organizing attempts by the same union later.



*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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