

# Labor-Management Deliverables

## **AFL-CIO insight**

Authorization cards

## **Bargaining impasses**

## **Certification and decertification**

## **Collective bargaining process**

## **Contract negotiations**

## **Cooperation and joint efforts**

## **Election process**

## **Employee involvement programs**

## **Global labor union issues**

## **Grievance procedures, responsibilities**

## **HR responsibilities with unions**

## **International union interaction**

## **Legal and regulatory considerations**

## **Local union interaction**

## **Management rights**

## **National emergency strikes**

## **National Labor Relations Board**

## **National union interaction**

## **Organizing campaign interaction**

## **Public sector unions**

## **Representation election**

## **Right-to-work provisions**

## **Settlements and contract agreements**

## **Strikes and lockouts**

## **Supervisors and bargaining units**

## **Unfair labor practices**

## **Union mergers**

## **Union security**

## **Union targets and membership growth**

## **Unions and employee ownership**

## **Why employees unionize**

## **Additional and expanded**

**HR services are tailored**

**for specific client needs**

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# Labor- Management Relations



PHRST offers *a la carte* human resource management through select Professional Human Resource Service Teams

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# Labor-Management Relations

## What Is Needed

Trends in labor-management relations are ever on the move in the U.S. Business needs to be alert to and prepared to work with organizing activity, regardless of the industry and geographic location. Most management personnel are unfamiliar with the legal and regulatory requirements for dealing with unions and the National Labor Relations Act, as well as what to and not to do during unionizing activity, decertification, union replacement, etc. Savvy management turns to experts for handling such matters.

## State-of-the-Art

The necessary knowledge, skill and ability to work effectively in labor-management relations comes with training, hands-on experience and gained insight into best practice and precedent actions learned over time. PHRST works with organizations as appropriate in a “1st Chair” (direct negotiations involvement), “2nd Chair” (indirect supplemental assistance) or “3rd Chair” (advisory and research) capacity. We work with organizations not wishing to be unionized, in the throes of organizing and with those seeking to be organized.



## Knowledge, Skill & Ability

PHRST labor-relations practitioners are seasoned and experienced in the various scenarios of dealing with unions. Hands-on background comprises local, national and international union dealings on all aspects of union relations. Arbitration preparation and presentation experience encompasses “mini-“, “midi-“ and “full Board” decisions, including national precedents via the American Arbitration Association. The labor relations team is led by senior professionals in human resource management. Appropriate legal counsel is engaged as required.

## When, Where & For How Much

Various factors impact the pricing for assisting clients with labor-management relations matters. PHRST must confer with clients to determine the nature, scope, imminence and desired outcome of the matter before quoting fee. Expenses are documented and billed at-cost to clients. At an additional preferred client fee, guidance and service are available around the clock in person, via phone/video conference, by fax and via Internet.

# About PHRST

## Strategic Human Resource Management

**PHRST** stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

**PHRST** works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.