

Greenwood Regional Labor Forum

April 1, 2014

**Presented for: Greenwood Chamber of Commerce,
Greenwood SHRM and Greenwood Technical College**

Hosted by: South Carolina Chamber of Commerce

**Presented by:
William Floyd, Esq.*
Nexsen Pruet Law Firm
(803) 253-8201**

***Certified by S.C. Supreme Court as Specialist in
Employment and Labor Law**

NEXT CHALLENGE. NEXT LEVEL.

NEXSEN | PRUET

What can you as a member of management do and not do?

- Don't TIPS
- Do be a FOE
- Do beware of symptoms
- Do treat employees fairly

NEXT CHALLENGE. NEXT LEVEL.

NEXSEN | PRUET

Supervisors are the Company's First Early Warning System for Signs of Union Activity

- Foresee the Union: learn to recognize early on signs of Union activity
- The longer a Union works without the Company's knowledge, the better chance the Union has to win an election



NEXT CHALLENGE. NEXT LEVEL.

NEXSEN | PRUET

Ten Signs of Union Activity

1. Groups of employees act nervously or stop talking when supervisors approach
2. Unusual employee questions about wages, fringe benefits and working conditions. Use of union terminology such as “condolence pay” or “seniority” or “grievance”
3. Terminated employees meeting with your employees after work
4. Unusual friendliness to management personnel by employees who were previously unfriendly

NEXT CHALLENGE. NEXT LEVEL.

NEXSEN | PRUET

Ten Signs of Union Activity (contd.)

5. A employee regularly leaving his work area to talk to employees in other areas
6. Employees coming on the property early or leaving late or congregating in the parking lot
7. Union leaflets/authorization cards in trash cans or littering the parking lot
8. Employee questions about how the company feels about unions
9. Increased number of complaints or grievances
10. Increased use of phones, photocopiers or fax machines for personal business

NEXT CHALLENGE. NEXT LEVEL.

NEXSEN | PRUET

Union Petitions

We are the Union!

We the undersigned employees of _____, authorize the United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, to represent us in collective bargaining. We also authorize the UAW to use our names and this petition to show our support for the union.



Name _____	Date _____
Address _____	
City _____	State _____ Zip _____
Phone _____	Dept. _____ Shift _____
Team _____	Bldg. _____ Hourly rate _____
Sign Here: _____	

Name _____	Date _____
Address _____	
City _____	State _____ Zip _____
Phone _____	Dept. _____ Shift _____
Team _____	Bldg. _____ Hourly rate _____
Sign Here: _____	

Name _____	Date _____
Address _____	
City _____	State _____ Zip _____
Phone _____	Dept. _____ Shift _____
Team _____	Bldg. _____ Hourly rate _____
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Sign Here: _____	

Name _____	Date _____
Address _____	
City _____	State _____ Zip _____
Phone _____	Dept. _____ Shift _____
Team _____	Bldg. _____ Hourly rate _____
Sign Here: _____	

Name _____	Date _____
Address _____	
City _____	State _____ Zip _____
Phone _____	Dept. _____ Shift _____
Team _____	Bldg. _____ Hourly rate _____
Sign Here: _____	

Petition Number: _____
Assigned to: _____
Date Out: _____
Date In: _____

Name _____	Date _____
Address _____	
City _____	State _____ Zip _____
Phone _____	Dept. _____ Shift _____
Team _____	Bldg. _____ Hourly rate _____
Sign Here: _____	

Name _____	Date _____
Address _____	
City _____	State _____ Zip _____
Phone _____	Dept. _____ Shift _____
Team _____	Bldg. _____ Hourly rate _____
Sign Here: _____	

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Importance of the Union Authorization Card

- Once a Union obtains enough signed authorization cards from a Company's employees (30%) they have shown sufficient employee interest in order to obtain an election

AUTHORIZATION OF REPRESENTATION

I designate the Society of Professional Scientists and Engineers, SPSE, as my representative in my employment relations with the Lawrence Livermore National Laboratory, University of California, in accordance with the provisions of the Higher Education Employer-Employee Relations Act.

This is not an application for membership nor an authorization for dues deduction.

Please print everything below except for the signature.

Name _____ Employee # _____

Job Class _____ Department _____ L-code _____

Home Address (Optional) _____

Signature _____ Date _____

Please return to Ralph Riviello/SPSE, L-257 LLNL, P.O. Box 808, Livermore, CA 94551

Your signature on this card is confidential. FERB will not divulge the names of signers to the LLNL administration.

AUTHORIZATION FOR REPRESENTATION

I authorize a local union of the International Brotherhood of Electrical Workers, to represent me in collective bargaining with my employer.

Name _____ (Please Print)

Address _____ Phone _____

City _____ State _____ Zip _____

S.S. # _____

Employer _____

Department _____ Shift: 1st ☐ 2nd ☐ 3rd ☐

Job Classification _____

Date _____ Signature _____

FORM 1-81

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