

Weston Hurd NLRB Update - June 2015

The Results Are In: More Petitions and Quicker Elections Under The NLRB's New Election Rules

Prepared By Morris Hawk and Nancy Noall

The NLRB's new "quickie" election rules have only been in effect since April 14, 2015. However, the rules are already having a significant impact on union organizing in the private sector. As reported by Bloomberg BNA on May 28, an analysis of the union petitions filed from April 14 through May 14 reveals that the number of petitions filed increased by 32 percent when compared to the previous month and by 17 percent over the same period in 2014.

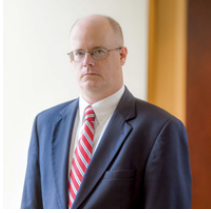


Even more significant is the reduction in the median time between the filing of the petition and the election. Prior to the enactment of the new rules, the median time between petition and election was 38 days. Under the new rules, the median time between petition and election is 23 days - a little over three weeks after the petition is filed. In short, the new rules are having their intended effect.

As we have emphasized in our prior client alerts, this new NLRB-imposed "rush" to an election makes it essential for employers to mount an ongoing anti-union campaign by:

- Training management (and particularly front-line supervisors) to communicate lawfully and effectively with employees about unions;
- Undertaking a review of existing job classifications to determine what would constitute an appropriate bargaining unit; and,
- Keeping the lines of communication open with their employees by both listening to the employees' workplace concerns and educating employees about the disadvantages of unionization.

If you have any questions, comments or concerns about this NLRB Update, please contact Nancy Noall, Morris Hawk, or your Weston Hurd attorney.



Morris L. Hawk is a Partner with Weston Hurd LLP. He represents privately-owned and publicly-held corporations in matters involving labor and employment law, commercial litigation, construction and gaming law. Morris can be reached at 216.687.3270 or MHawk@westonhurd.com.



Nancy A. Noall is a Partner with Weston Hurd LLP and Chair of the firm's Labor Practice Group. She concentrates her practice in the areas of labor and employment law and has successfully defended clients in such industries as computer software, contract research and development, communications and manufacturing. She has arbitrated grievances under union contracts in Arkansas, Kentucky, Indiana, New Jersey and Ohio. Nancy can be reached at 216.687.3368 or NNoall@westonhurd.com.

For more information about Morris Hawk, Nancy Noall and Weston Hurd LLP, please visit Weston Hurd's web site at www.westonhurd.com.

About Weston Hurd LLP

With offices in Cleveland, Columbus and Beachwood, Weston Hurd LLP provides comprehensive legal counsel to Fortune 500 companies, insurance carriers, financial institutions, healthcare providers, small- and medium-sized businesses, the real estate industry, governmental agencies, non-profit enterprises and individuals.

For additional information regarding Weston Hurd's Labor publications, please visit the [Publications](#) page on Weston Hurd's web site. Information about Weston Hurd's Labor Practice Group and its attorneys, can be found on the [Practice Areas](#) page.

As a reminder, this material is being provided to draw your attention to the issues discussed.

Although prepared by professionals, it should not be utilized as a substitute for legal advice and representation in specific situations.

www.westonhurd.com

Copyright 2015