



# COLLECTIVE BARGAINING

## LABOR AND EMPLOYMENT DIVISION

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Collective bargaining can be overwhelming and often intimidating for employers. Our attorneys understand the potential ramifications an employer can face if a reasonable agreement doesn't come to fruition. Whether you have unionized employees or are seeking to remain union free, our lawyers guide you through complex laws and negotiations, focusing on your rights as an employer.

We first seek to preserve management's right to manage its operations. Our attorneys regularly serve as chief negotiators on behalf of management and also work alongside chief negotiators to advise on bargaining strategies behind the scenes. We work with staff to help establish wage and benefit levels, develop proposals and make suggested changes to collective bargaining agreements.

We also conduct post-negotiation training for supervisory personnel to assist in ensuring that collectively bargained changes are properly implemented. During the term of an existing contract, we counsel management on the administration of their contracts, including progressive discipline and grievance processing, and provide representation during arbitrations concerning contractual and disciplinary disputes. We routinely represent our clients in administrative proceedings involving labor disputes before the Public Employment Relations Commission and the National Labor Relations Board.

If your employees are not represented by a union, we provide guidance and counseling to management to ensure positive employee relations to preserve the non-union status.