

Veritas™ Supplement

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News Alert

Steamrolling the Election Process

The National Labor Relations Board's controversial rule to speed up the union election process took effect on April 14, 2015. The court challenges to this rule (District of Columbia and Texas) remain unresolved and the rule is on its way to creating problems for employers. According to many, the election process playing field has become uneven. It has also been rumored that unions have been sitting on petitions waiting for this day to arrive.

As we have noted in prior editions of *Veritas*™, the so-called “ambush election” rules are a potential game changer. The rules will change the election timeline (shortening it to 11 to 21 days), employer challenges to voter eligibility issues will be put off until after the election, information on the employee voter lists will be expanded to include phone numbers and email addresses, and the list goes on.

To avoid the risk of getting blindsided by a union petition, employers should be proactive and begin the process of formulating a response if the union comes knocking. Communicating the employer's views on any organization attempt must be an ongoing effort. Staying ahead of the problem by becoming aware of employee concerns and addressing them when they arise is a good start.

Now is the time to act!



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