

Labor

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- Construction
- Employment
- Employment Counseling & Transactional Due Diligence
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CONTACTS

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Partner

OVERVIEW

GRSM's experienced team of labor relations attorneys provide valuable guidance to our clients on how best to optimize the relationship between management and the workforce. As a firm that represents many employers in all aspects of union-management relations, we particularly pride ourselves in helping employers establish an atmosphere and culture in which the employer's messaging is heard and valued by the entire workforce (whether unionized or not) while being always mindful of the rights afforded to employees under the National Labor Relations Act (NLRA) and similar statutes.

Our labor attorneys have extensive experience practicing before the National Labor Relations Board (NLRB) and state agencies who enforce similar rights, in addition to appearing frequently before arbitrators and federal mediators during grievance arbitrations and contract negotiations. The group also has many years of experience at the bargaining table and in Labor and ERISA related litigation. We recognize that delivering clear and persuasive communications with employees can be challenging, especially in the face of outside influences (including labor organizations looking to engage with employees), but such communication is also integral to maintaining strong employer/employee relationships.

In sum, the labor relations team at GRSM has the knowledge, experience, relationships and resources to

assist with all aspects of union-management relations from the beginning of an issue all the way through the last appeal.

From proactively fostering employee relations to navigating the intricacies of a unionized workforce, our labor attorneys are well-equipped to advise employers on these issues and more, including:

- Union organizing efforts and appropriate responses to the same
- Collective bargaining
- CBA compliance, grievance adjustment and arbitration
- Labor litigation and labor litigation prevention
- Strike planning
- NLRB proceedings of all types
- Mergers and acquisitions related labor issues
- Construction industry labor law
- Plant closures and withdrawals
- Counseling and training
- Employment law training programs
- Personnel Policies and Employee Handbooks

An employer's eyes and ears in the workplace are its managers and supervisors, and our employment law training programs are designed to keep managers, supervisors and employers in general abreast of the latest laws, regulations and policies governing the workplace. Additional training programs can also be crafted to meet the particular needs of each client.

CLIENTS & INDUSTRIES

We have earned the trust of clients, in part, through the efficiencies we've pioneered in legal practice management. Our team focuses on early and realistic assessments of potential risks and strategies so that resources are allocated wisely, and money is spent only where it can do the most good.

Our clients include employers in the construction, manufacturing, transportation and maritime industries. The hospitality industry, such as hotels, resorts, private clubs, rental car companies, restaurants and entertainment services routinely turn to GRSM for labor counsel.

In addition, our industry specific labor relations experience covers many specially regulated sectors, including agriculture, public sector employees, medical groups, public and private hospitals, and long-term care facilities. Our labor group also includes attorneys with special expertise advising management in

the area of food sales and distribution, publishing, education, auto dealerships, technology and aerospace, and special government contractors among others.

SOLUTIONS FOR EMPLOYEE-EMPLOYER CHALLENGES

We also counsel management on effective techniques to resolve challenging employee/employer problems and dealing with certain union-free environment related issues.

We stress the importance of developing a culture of compliance and mutual respect, which balances the needs of both the employees and the employer. Whether in a union or non-union environment, we find that a culture of mutual respect, open and free communication, and legal compliance benefits all parties involved and avoids costly conflicts.

Nonetheless, should conflicts arise, we offer options and solutions. Well-versed in strategic contingency planning, our attorneys counsel clients on strikes, picketing activity, and the establishment of enforceable reserve gate systems and other measures to minimize any workplace disruptions related to labor issues.