

## Services & Industries

# Labor Regulation and Union Relations

## OVERVIEW

Day Pitney represents employers of all sizes in the full range of matters affecting labor-management relations. On behalf of companies with union-represented work forces, our attorneys act as chief spokespersons, members of the company negotiating committee and strategic advisors during collective bargaining negotiations. We handle hundreds of labor arbitrations each year under collective bargaining agreements. Attorneys in our practice group regularly appear before the National Labor Relations Board in representation, unfair labor practice and union decertification proceedings and represent companies in Section 301 (breach of collective bargaining agreement) and injunction actions in the federal courts. We work with management in developing strategies and plans for picketing, slowdowns, sickouts and potential work stoppage activity.

We help our clients develop sound strategies in connection with mergers, acquisitions and other business changes to optimize outcomes and to assure compliance with labor laws. We regularly advise clients on issues relating to plant relocations and closings, layoffs, employee discipline and contracting out work.

Counseling is a large part of our practice. We advise our clients on all workplace labor law regulations, including state and federal wage and hour issues, prevailing wage and WARN Act requirements and OSHA compliance. We represent employers in OSHA investigations and administrative proceedings, including OSHA whistleblower claims.

Our non-union clients look to us for assistance in developing programs and policies to maintain union-free status. We also advise companies faced with union organizing and election campaigns.

## AFFILIATIONS

Employment Law Alliance, New Jersey and Connecticut Member Firm



## INSIGHTS

### **Labor Law: Employees' Protected Activity Under the NLRA in the U.S.**

February 16, 2024

Francine Esposito headlined a Labor Law episode of the Employment Law Alliance's podcast *Employment Matters*.

### **Does the Recent Supreme Court Decision On Mandatory Vaccines Apply to All Healthcare Providers?**

January 21, 2022

*Day Pitney Alert*

### **"United States Labor Law: North America Year in Review Series," Employment Law Alliance**

January 11, 2022

On January 11, Partner Francine Esposito presents during a webinar, "United States Labor Law: North America Year in Review Series," hosted by the Employment Law Alliance.

### **NY Designates COVID-19 a Highly Contagious Communicable Disease, Triggering HERO Act Workplace Safety Plans**

September 13, 2021

*Day Pitney Alert*

### **What to Know About Workers, Unions, and COVID-19 Safety Issues**

September 10, 2021

Francine Esposito authored the article, "What to Know About Workers, Unions, and COVID-19 Safety Issues," published in *Daily Law Report*, a *Bloomberg Law Insight*.

## NEWS

### **Pierre Named Honoree at Jazz for Justice Scholarship Gala**

February 22, 2024

Day Pitney Associate Daniel Pierre's award from the Association of Black Law Students at Rutgers School of Law – Newark at its 33rd Annual Jazz for Justice Gala was featured in the New Jersey Law Journal's On the Move and After Hours column.

### **Diverse Lawyers Network: Industry News**

February 9, 2024

Day Pitney Associate Daniel Pierre's award from the Association of Black Law Students at Rutgers School of Law – Newark at its 33rd Annual Jazz for Justice Gala was featured in the Diverse Lawyers Network's newsletter.

### **Daniel Pierre Named Honoree at the Association of Black Law Students' Jazz for Justice Scholarship Gala**

February 6, 2024

*Day Pitney Press Release*

### **After Hours: Gonzalez Receives Executive Women of NJ Award**

June 29, 2022

Day Pitney Employment and Labor Partner Rachel Gonzalez was featured in the *New Jersey Law Journal's* After Hours column for being a recipient of the Executive Women of New Jersey *Salute to the Policy Makers* Award.

### **Diverse Lawyers Network: Industry News**

May 6, 2022

Day Pitney Employment and Labor Partner Rachel Gonzalez was featured in the Diverse Lawyers Network newsletter for being a recipient of the Executive Women of New Jersey *Salute to the Policy Makers* Award.

## **CONTACTS**



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