

## Employers are facing the most significant legislative changes to labor laws since the 1930s.

With the Employee Free Choice Act (EFCA) and other sweeping labor legislation pending, our team has used its insight and skills to create a comprehensive process that will educate our clients, help them to prepare their workforces, and, regardless of the changes to come, enable them to maintain the balance between management and the workforce. We have two initiatives available to help employers prepare for EFCA and other related labor laws: “Staying Connected: Positive Employee Relations” a training program, and a labor-management policy audit.

For more information, please contact David Bowman at 215.963.5072 or [dbowman@morganlewis.com](mailto:dbowman@morganlewis.com).



\*Turn over to view full size graphic.

### Staying Connected Positive Employee Relations

“Staying Connected” helps managers and supervisors understand how they can maintain positive employee relations—the only insurance against union penetration. The course reviews labor law basics and discusses the proposed legislative changes to prepare managers and supervisors to respond appropriately to any existing or future union-organizing activities. See page 34 of the catalog for more information.

# our labor-management policy audit process

Using a combination of empirical and interpersonal audit tactics, our data-collection, analytical, and strategic-planning processes deliver insightful information and drive targeted, thorough, and effective implementations.



## data collection

Our data-collection tools work together to gather organizational information and create a comprehensive baseline from which to move forward.

## analysis

We conduct a comprehensive review of the data collected and begin our diagnostic process. We compare statistical analysis with in-person interviews (thus using both objective and subjective information) and, as patterns emerge, we identify and quantify the areas of employer-employee relations with the greatest risk of potential union intervention.

## strategic planning

With a clear picture of the high-risk areas, we focus on how to address them most effectively. Using a combination of legal strategies—including specialized training programs—we create obtainable, realistic outcomes that will produce the highest impact and the greatest insulation from the repercussions of EFCA and other labor legislation.

## implementation

For companies large and small, our scalable Morgan Lewis team of attorneys and trainers can meet project needs on your timetable and on budget.

***Staying Connected***  
Positive Employee Relations

## measurement

Monitoring the progress of the project is essential for reporting to all the stakeholders involved with the process—employees, managers, and senior executives. We establish a clear reporting schedule based on your benchmarks and goals.