

Maintaining a Cooperative Workforce

The National Labor Relations Act (NLRA) grants labor unions the legal status to represent a particular workforce when certain conditions are met. A bill before Congress called the "Employee Free Choice Act" (EFCA) may soon amend the NLRA to make unionization easier and more likely.

Regardless of EFCA, unions appear to be gaining in popularity already. In 2007, U.S. union membership rose for the first time in more than 25 years and has continued to rise since. Consequently, many employers are preparing themselves for increased unionization efforts.

Statistics show that employees choose to unionize when they feel that they are receiving unequal treatment and a lack of respect, rather than because of wages or benefits.

Course Summary

This 40-minute course explains how managers can help create a more respectful work environment so that employees will not feel compelled to join a union. It also details the effects of unionization and ways to respond to unionization efforts without violating the NLRA.

The topics covered in the course include —

- Overview of labor unions
- Effects of unionization
- Recognizing unionizing efforts
- Responding to unionizing efforts
- Employee Free Choice Act
- Team-oriented management
- Fostering a supportive workplace
- Effective communication
- Feedback and reviews