

## DON'T GIVE YOUR EMPLOYEES REASON TO ORGANIZE

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The new face of Congress and the new presidential administration have made it clear that the rights of employees to organize are a top priority. As evidence, one need only look to the Employee Free Choice Act (EFCA), which would be the most pro-labor bill to pass Congress since the New Deal era Wagner Act. And as Congress considers EFCA, the issue is not whether major pro-labor changes will be made to federal labor law, the issue is what form those changes will take.

Many employers believe that an employee's decision to support or oppose a union turns on wages and benefits. This is simply not so. While maintaining competitive wages and benefits is important, high wages will not necessarily keep a union out. Treatment issues are more important, though often overlooked. The following are just a few reasons that most employers unwittingly give their employees for joining a union.

- Ignoring Employee Complaints
- Neglecting Safety Concerns
- Favoritism

The key to maintaining a union-free workplace is going to be open communications, reasonable policies that are consistently enforced, and a commitment to respond to employee issues. Competitive wages and benefits are also important, but never assume that unionization is all about wages and benefits.

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