



# Union Organizing, Representation Elections and Decertification Campaigns

## *Overview*

Managing an effective campaign in the run-up to a union election can be the difference between being operating a union shop or one that is union free. Recent changes to NLRB election rules have accelerated the timing surrounding representation elections along with the scope of issues subject to pre-election litigation. Employers must act fast to ensure that their messaging complies with evolving agency doctrine.

In other cases, unionized employees may seek to discontinue their representation status. We have guided many clients in lawfully responding in these circumstances.

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