

Labor Relations

Employers must develop short- and long-term strategies for successfully managing their work force to achieve their business and service goals, while simultaneously minimizing or eliminating the basis for labor disputes that disrupt operations. Our nationally-ranked labor law attorneys are the trusted choice for employers seeking to achieve their business and employee relations goals.

We have experience negotiating union contracts with significant wage, benefit and work rule concessions without a work stoppage, creating or maintaining desired employee relations, negotiating asset purchase agreements addressing successor employer responsibilities and multiemployer pension fund withdrawal liability and complying with applicable labor and employment laws.

We believe the creation of constructive union-management relations requires firm but fair interactions backed by aggressive defense of employer rights to operate without compromising any decision-making authority.

CAPABILITIES

Our attorneys regularly represent privately-held businesses, local and national corporations, nonprofit entities and governmental employers before state and federal courts and administrative agencies across the country. We provide representation related to traditional labor matters, including:

- Providing counsel and advice on how to maintain non-union status.
- Representing management during union organizing and in union representation and decertification elections before the NLRB.
- Counseling in all aspect of state statutes relating to Public Employer Employee Relations, Public Employment Relations and/or Professional Negotiations, including due process procedures.
- Negotiating collective bargaining agreements and drafting labor contracts.
- Preserving business operations in response to strikes and picketing during labor disputes.
- Grievance handling (including discipline and discharge, and contract interpretation issues).
- Defending clients in arbitration cases.
- Counseling and advising on unfair labor practice avoidance.

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- Defending clients in NLRB proceedings.
- Representing clients in federal and state court litigation and in injunction proceedings.
- Advising on labor matters in mergers and acquisitions.
- Advising on plant closings and WARN Act compliance.
- Counseling clients regarding multiemployer pension plan withdrawal liability.
- Advising and representing clients in Railway Labor Act cases.

INDUSTRIES WE REPRESENT

We have worked with clients in the following industries:

- Academic (public and private)
- Aerospace
- Agribusiness
- Construction
- Consumer Products and Services
- Energy and Power
- Entertainment
- Financial
- Food Processing
- Health Care
- Manufacturing
- Materials
- Nonprofit Services
- Publishing
- Retail
- Service
- Technology
- Transportation

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RELATED CAPABILITIES

Labor, Employment & Benefits

Employee Benefits

Employee Benefits Litigation

Employment Investigations & Compliance

Employment Litigation

Immigration

NEWS

Buethe Featured in *Minnesota Lawyer's* Breaking the Ice Series

01.12.2024

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Buethe Details New Labor Landscape, Provides Workplace Relations Guidance in *Minnesota Lawyer* Article
12.07.2023

Labor Relations, Employment Litigation Attorney Nicole Faulkner Returns to Stinson
06.28.2023

Stinson's Labor Relations Attorneys Provide Advice to Nonunion Employers in *Law360* Article
01.18.2023

Grant Mulkey Joins Stinson's Labor, Employment & Benefits Practice in Washington, DC
08.31.2021

EVENTS

New Challenges for HR in 2024- Phoenix
02.20.2024

New Challenges for HR in 2024- Minneapolis
02.13.2024

New Challenges for HR in 2024- Wichita
Mark Arts, 02.08.2024

New Challenges for HR in 2024- St. Louis
Stinson LLP, 02.06.2024

New Challenges for HR in 2024- Kansas City
Overland Park Convention Center, 01.30.2024

New Challenges for HR in 2023 – Kansas City
Kansas City, 01.26.2023

New Challenges for HR in 2022
02.03.2022

New Challenges for HR in 2021
02.04.2021

PUBLICATIONS

Are Captive-Audience Meetings and Secret-Ballot Elections About to Vanish?
05.05.2022

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House Passes Landmark, Pro-Union, Labor Reform: the PRO Act

03.25.2021

Best Practices and Lessons Learned for Employers as Pandemic Continues into Fall

10.01.2020

NLRB Updates Framework for Analyzing Discipline Based on Offensive Conduct or Behavior

08.10.2020

Employers No Longer Have a Pre-Contract Duty to Bargain Over Disciplinary Decisions

07.14.2020

New NLRB Election Rules Partially Invalidated

06.18.2020

Return-to-Work Best Practices During the COVID-19 Pandemic

04.30.2020

NLRB Continues Its Election Process Make Over

04.15.2020

NLRB Holds Back on "Quickie" Election Rules Modification Amidst COVID-19 Crisis

03.24.2020

NLRB Issues Final Rule Returning to Traditional Joint-Employer Standard

03.05.2020

NLRB Modifies the "Quickie" Election Rules

01.14.2020

NLRB Wraps up Blockbuster Year with a Bang

01.09.2020

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