

## UNIONS IN HIGHER EDUCATION

Union organizing efforts at colleges and universities are becoming more prevalent. While unions at colleges and universities historically have included campus safety, maintenance, food service workers and sometimes full-time faculty, unionization efforts in recent years have focused on adjuncts. Adjunct organizing is driven by concerns over compensation, benefits, workloads and job security. As these unionization efforts increase, the National Labor Relations Board (NLRB) continues to scrutinize employer policies and create new laws that challenge traditional views of labor relations. All colleges and universities – including those that are not currently unionized – need to be aware of the changing landscape of unionization efforts and rights afforded employees in non-union settings under the National Labor Relations Act. The bottom line: it has never been more critical for colleges and universities to understand and prepare for the full range of potential union issues on campus.

Holland & Knight assists our education clients in all union matters, including training, union elections, representing clients before the NLRB and in arbitration, negotiating collective bargaining agreements, and counseling on day-to-day union matters and legal compliance.

### REPRESENTATIVE EXPERIENCE WITH COLLEGES AND UNIVERSITIES

- Advising and strategizing with administrators and general counsel concerning adjunct organizing and general union avoidance
- Advising and assisting institutions in union elections
- Representing clients in pre-election hearings before the NLRB
- Training administrators and managers on the National Labor Relations Act, management rights, and compliance with the latest labor laws and regulations
- Negotiating collective bargaining agreements
- Preparing clients for picketing, strikes and other union tactics
- Defending unfair labor practice charges before the NLRB
- Representing clients in arbitrations

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