



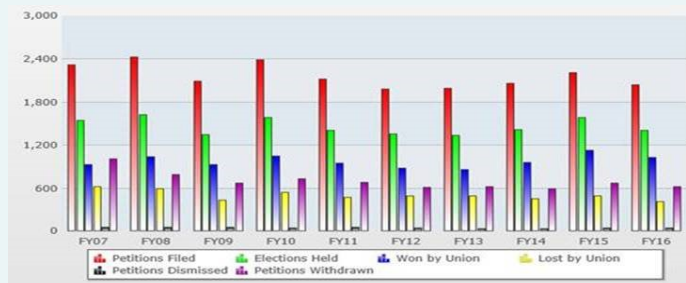
April, 2017

Chicago - Sarasota - Los Angeles
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E-newsletter for Management

UNION WIN RATE NOW UP TO 74%

Most Labor Professionals predicted that the NLRB's Pro-Union bias and rulings including: *Quickie Elections*, *Micro-Units*, etc. during the previous administration would help Unions to get into more workplaces.



But, even seasoned veterans are surprised at the latest numbers from NLRB records which show an alarming new trend indicating the highest levels of Union victories in memory. [See the NLRB Statistics HERE](#)

Changes are coming but not for a while. Companies should look at Preventative measures before the Union "comes knocking"

CONVICTIONS / SALARY HISTORY CAN'T BE ASKED!

Time to update your Application Form

If you hire workers in [Los Angeles](#) (and recently in all of California) or 150 other cities or 24 States, you are no longer allowed to inquire about past criminal convictions as a part of your Hiring /Screening process under the so called "Ban The Box" legislation.. The ordinance was passed on January 22nd, 2017 but there is a grace period before Penalties and fines "kick in" July 1st, 2017. To see if your location is on the list click [HERE](#)

Also, as of April 12, 2017, if you are a [New York City](#), employer of 4 or more, and more recently also, in Philadelphia and Massachusetts, the common past practice of inquiring about salary history as part of the interview process is now *a thing of the past!*

Penalties for violations, intentional or even unintentional ones, can go as high as \$250,000!

No doubt, more communities will follow suit and any company could find itself inadvertently in violation of the new regulations.

Front Line Supervisor training is absolutely needed now so that there are no "Costly" missteps in the interviewing process.

Contact us for a quote on a Professional HR Audit by one of our experienced Consultants to keep your company in compliance and your Management Team trained and up to date..

A (sad) "REALITY CHECK" Going from SEIU Campaign Promises to Lost Jobs!

In August 2014, Employees at Non Profit 4C's Council in Santa Clara, California enthusiastically voted for Union Representation under SEIU Local 521 following a bitter and intense campaign.



3 Months after the vote, Negotiations started with a high level of union instigated hype and optimism about **finally** getting "A Contract" with Higher Wages, Major Changes and Securing "Respect and Dignity".

After almost 2 years of Bargaining, Several Unfair Labor Practice charges (ULP's) which cost Tens of Thousands of dollars in Legal defense bills, A 2 day Strike, Mud Slinging by the Union, Grandstanding Politicians, Appeals to the Board of Supervisors, Audits, News releases intended to hurt the Agency's image, negative media involvement, etc., the 4C's Management recently notified it's Workforce (Union and Non-Union) to **"start looking for new jobs!"**

On April 7, 2017 The SEIU Local 521 webpage contained this notice

"BREAKING NEWS: 4Cs to close its centers"

There are of course, No Winners in situations like this and both sides will blame each other for the ultimate demise of the Agency. But it does point out the long range, potentially devastating impact of a divisive Union organizing drive based on promises and unrealistic expectations that typical Union organizing Campaigns (and Organizers) create..

Given the Union's win rate these days (see above) it is smart business to look at Prevention as the best counter strategy at your organization.

An Audit or an [Employee Union Survey](#) could be the key to discovering underlying vulnerabilities before they turn into these types of costly battles.

IF YOU WERE YOUR EMPLOYEE, HOW WOULD YOU RATE YOUR WORKPLACE?



Over the many years of experience working with companies in multiple industries, sizes and locations, EMSI Consultants have come across many situations where Management "thought" they were OK and Free from major Employee issues.

Its a natural conclusion in the absence of an immediate crisis (Union Organizing, EEOC complaints, Sexual Harassment allegations, etc.)

One sure fire way to find out ahead of time is to "Ask" about the true sentiments of your employees regarding their issues and concerns.

Take a quick sample of an EMSI Employee Opinion Survey and "put yourself in their shoes" as you respond.

You can access the test Survey [HERE](#)

Give us a call or [CONTACT US](#) to set up a time to discuss your situation and get a quote on a Customized Opinion survey for your workplace.

Maybe the experience will point you to take Preventative Action now vs waiting for costly problems to arrive.

If you have a union, You need to know the TRUE costs of your CBA!

EMSI and New York-based Bargaining Power Inc. introduce the best way to capture the true costs of proposals and counter proposals at the bargaining table.

Bargaining Power is unique software that offers you a real advantage in negotiations. It greatly enhances your insight and is faster and easier to use than any spreadsheet model.

In a brief video conference presentation we can respond to your questions and explain the tremendous value and cost saving potential of this powerful tool.

[CONTACT US TODAY](#) to set up your complimentary introduction session.



OUR LATEST 'BLOG' POST

MEMO TO THE NLRB, FOLLOW YOUR RULES, LET THE VOTERS VOTE !

The National Labor Relations Board (NLRB) exists for the purpose of protecting the rights of employees regarding the subject of unionization at their workplaces.

The most fundamental and protected way to ensure that workers maintain their right to choose is through an NLRB Secret Ballot Election.

Sounds Fair enough and it has generally worked fine throughout my 33 years as a management representative

However..... ([CONTINUE READING](#))

ABOUT OUR CONSULTING SERVICES

Our goal is to help make your business as efficient and profitable as possible by helping to create a Positive Employee Relations Environment.

We will work with you to identify and solve issues **before** they turn into costly problems.

We understand that resources and budgets are important, but we will never provide anything less than Top Notch, Professional and Effective Services tailored to your situation.

At EMSI Our Goals and Yours are Mutual!

www.emsiconsulting.com

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EMSI is updating its Social Media presence to keep our clients and followers up to date on a Real Time basis.

Check out our new pages at Linked-In, Facebook, Twitter & YouTube for relevant updates.

Help us make it Better and More Relevant for the entire Management community by sharing and contributing.

