

TRADITIONAL LABOR RELATIONS

Husch Blackwell's proactive approach to cultivating positive employee relations includes management training, monitoring grievances aired on social media, and other proven union avoidance techniques. At the first hint of an organizing campaign, our attorneys respond swiftly and decisively. We counsel upper management on do's and don'ts, script speeches, and answer FAQs.

For clients that have existing relationships with unions, our team has negotiated hundreds of collective-bargaining agreements. When the bargaining process breaks down, we defend clients against National Labor Relations Board (NLRB) allegations and assist in strike preparation, including obtaining injunctive relief in state and federal court.

Experience

Substantial Savings with Union Defeat

Representative Experience

Worked with management, in-house counsel, and human resources personnel of software company to provide employee relations strategy, implement new policies and employee code of conduct, and prepare new employee handbook.



When we were hit with a complex web of wage and hour class actions, Husch Blackwell was the natural choice. The team's expertise in the substantive legal issues, combined with the investment they made to develop a deep knowledge of our business, has made them a uniquely effective litigation partner.

— Carey L. Bartell,
Vice President, Chief
Counsel – Legal &
Government Affairs,
Conagra Brands Inc.

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Represented ConAgra Foods, Inc. in labor and management relations for the company's six major divisions.

Assisted Fortune 500 company in the merger of its operations with another major concern, which included issues regarding union successorship liability and the Worker Adjustment and Retraining Notification Act (WARN).

Participated on a team representing a hospital system in a union organizing campaign and related NLRB hearings.

Represented employer when plaintiffs alleged that union members, with the implied approval of their employer, violated federal labor statutes by manipulating union votes to approve a collective bargaining agreement and obtained a dismissal of all claims.

Won summary judgment regarding two different union elections in two different cases, halting the unionization efforts at a major home healthcare provider. Because of this litigation success, attempts to unionize the client's workforce were prevented.

Defended Missouri-American Water Co. against 26 unfair labor practice charges filed by a union with the National Labor Relations Board. Won 24 of the charges and settled two, with settlements that required the posting of a notice, with no monetary outlay and no finding or admission of liability.