

Sage Abra HRMS



NLRB: Should You Be Concerned?

**Sage HR R&R: Refresh and Recertify
Webcast Series**

sage

Your Presenter for Today

Mary Anne Osborne, SPHR The Osborne Group

- Over 25 years of HR experience in Telecom, Financial, Manufacturing, Healthcare and Higher Education
- People-centric HR Professional
- Award winning
- Business, Customer Service and Quality focused
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Objectives

In Today's Webcast You Will Learn:

- The actions currently being taken by the NLRB that can affect your company.
- How the NLRB is actively affecting employees access to unions through newly proposed regulations.
- What actions your company should be engaging in now before you become the target.

NLRB

**2010
= 75 Years Old**

National Labor Relations Act of 1935

Conduct Elections
Investigate Charges
Seek Resolutions
Decided Cases
Enforce Orders

Purpose

To protect the rights of all workers
whether or not they are part of a
bargaining unit.

Board Actions Since 2009



Social
Networking



Memorandum
of Instructions



States vs.
Federal Rights



Threats of
Violence and
Coercion



Boeing



Ads on Google

More Actions



Handbooks



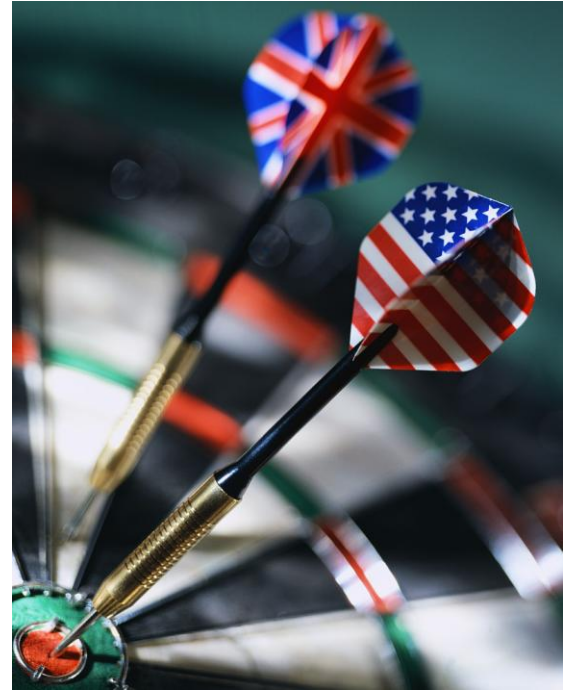
Taking a Step Back



Concerted
vs.
Individual

Organizing

- On the increase
- New tactics
 - Targeting new businesses
- Salting





Policies and Procedures

Why Do Employees Consider Unions?

- 1 Company Acts Unfairly
- 2 Job Security
- 3 Talking to a Brick Wall
- 4 Peer Pressure
- 5 Target on Your Back

Strategy*

Communications

Timing

Supervisor / Manager Prep

Instrument

Communications

*www.projectionsinc.com



**There is No Time
Like the Present**

About Sage Abra HRMS

- Sage Abra is human resource management system software that delivers tightly integrated HR, payroll, benefits and attendance functionality, plus rich reporting and analysis tools.
- By providing the ability to track and report on your employees' union data, Sage Abra can help you be prepared should the NLRB come knocking on your door.

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