MINTZ LEVIN
Mintz Levin Cohn Ferris Glovsky and Popeo PC

Labor-Management Relations & Labor Disputes

With union and non-union workers gaining more protections under federal and state labor laws, it is more important than ever for your business to have counsel with the experience to handle traditional labor issues as well as develop proactive labor relations strategies to keep your business running smoothly.

With decades of labor experience and a client list that includes public and private sector organizations, ranging from start-ups to Fortune 500 companies and major cultural institutions, our Labor-Management Relations & Labor Disputes Practice has the ability to handle even the most high-profile labor matters throughout the United States. Our attorneys have represented management in some of the toughest labor disputes and negotiations, including appearing before the National Labor Relations Board (NLRB) in Section 10(j) injunctions and litigating in state and federal court injunction proceedings related to mass picketing and strikes.

We routinely advise clients on collective bargaining issues, union avoidance, contract administration, and mergers and acquisitions transactions, and we regularly represent clients before the NLRB with respect to unfair labor practice charges and union election proceedings. We also have extensive experience providing counsel to and handling litigation for organizations in both union and non-union settings on a broad range of labor relations issues, including terminations, internal investigations, employment policies, and workforce reductions.

Union Negotiation Experience

- 1199 United Healthcare Workers East
- 32BJ Property Service Workers Union
- District Council 37 American Federation of State and County Municipal Employees
- Hotel and Restaurant Workers
- International Brotherhood of Electrical Workers Union
- International Union of Operating Engineers
- Retail Clerk Locals
- Service Employees International Union
- State Nursing Associations
- Steelworker Locals
- Teamster Locals
- UNITE HERE
- United Brotherhood of Carpenters

Quick Facts

- 100+ labor arbitrations, including discharge and contract interpretation cases
- Nationwide management representation
- Experienced in mediations before federal and state mediation agencies and the American Arbitration Association
- *Chambers USA:* Practice ranked for labor and employment in Massachusetts
- Federal, state, and local government relations and strategic public relations services available through our subsidiary, ML Strategies, LLC

Representative Matters

Asylum Visual Effects
Advised this visual effects company for the television and movie industry on various management and employment issues.

Confidential Employers
Successfully obtained concessions and workforce reductions in collective bargaining for a variety of confidential employers.

Dial-a-Mattress
Represented the company in a full-panel NLRB hearing in Washington, DC. The case involved the NLRB's reconsideration of the definition of "employee" under the National Labor Relations Act (NLRA). We successfully convinced the NLRB to retain the long-lasting definition, upholding the dismissal of an unfair labor practice charge against our client.

Hotel Employees' Union
Settled a collective bargaining agreement with a hotel's employee union.

Longy School of Music of Bard College
Retained by Longy to handle union negotiations adverse to the American Federation of Teachers. Following a fundamental realignment of the school, the NLRB pursued a Section 10(j) injunction against Longy in federal court. The court largely rejected the NLRB's request for injunctive relief, and the case received positive press coverage. Afterward, we were able to achieve a favorable first-time union collective bargaining agreement.

Leukemia & Lymphoma Society
Advised and counseled the nonprofit regarding various employment issues.

The Moinian Group
Represented and counseled one of the country's largest privately held real estate firms in various grievances and collective bargaining issues with the building workers' union (Local 32BJ and 670).

National Hospitality Company
Counseled a nationally prominent hospitality company on corporate restructuring and employment issues. Limited liability corporations were created and senior executive agreements negotiated.

World-renowned Art Museum
Represented one of the world's largest art museums in defeating a union-organizing drive regarding its retail employees. No charges were filed against the art museum.

Our Services

- Arbitration
  - Counsel clients on disciplinary matters to avoid grievances or to defend arbitrations
  - Handle grievances before federal and state mediation agencies and the American Arbitration Association
  - Obtain court orders staying arbitration
  - Appeal arbitration decisions in court
- Collective bargaining
  - Counsel, strategize, and lead negotiations for management
  - Draft contract provisions
- Defeating union organizing
  - Implement prevention programs
  - Provide representation before the NLRB and courts
  - Counsel clients regarding the design and implementation of management campaigns
- Strikes, boycotts, picketing
  - Obtain court and NLRB injunctions
  - Monitor strike activity
  - Counsel on discipline and strategy opposing work stoppages and picketing
  - Oppose secondary boycotts

Isn't it time to connect?

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It's time.

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