

NLRB Approves Union Sneak-Attack Election Rule

Over the past few weeks, most folks were eating holiday dinners and celebrating the new year. Not the NLRB. The Labor Board rolled up its sleeves and cranked out more pro-union measures. And President Obama appointed three new members to the five-member Board.

Just before Christmas, the NLRB revamped the union election process. The process is now geared to catch you sleeping.

Union elections have typically happened about 42 days after the union fires the first shot by filing a union election petition. But now, the NLRB's new rules will likely slash that to a little over 20 days. Possibly even less. That's your window of opportunity to educate your employees on how having the union would give them a raw deal. The shorter window gives unions an edge—a smart union secretly courts your employees for months before filing a petition. The rules become effective on April 30, 2012.

We've [written before](#) about how to deal with the new union sneak-attack election rules. It's all about doing your legwork in advance.

Keep an eye on legal challenges to block the NLRB's new union election rules. One lawsuit has already been filed, and the House passed the Workforce Democracy and Fairness Act.

Like the new union election procedures weren't enough, President Obama appointed three new members to the NLRB. The appointments must normally pass the Senate, yet the President moved forward while the Senate was out of town. Here's what The Washington Post [had to say](#) about it.

Expect big things from the Labor Board.



Alan Bush
281.296.3883
abush@bush-law.com

Bush Law Firm
bush-law.com

For more insight into how solid HR practices impact your company's strategic operations, visit Alan's employment law blog at hrriskybusiness.com.

[National Labor Relations Act \(NLRA\)](#)

[Union avoidance](#)

[Quickie union elections](#)

[National Labor Relations Board \(NLRB\)](#)

[Unions](#)