

Labor Management Relations

A Tradition of Experience

Whether helping a Fortune 100 company navigate the rapids of a complex merger or acquisition, handling a union representation election, or renegotiating an expiring collective bargaining agreement, Epstein Becker Green's traditional labor law practice has the experience and resources to serve its clients wherever they are located. Our attorneys let their record speak for itself.

With offices throughout the United States, most hosting resident partners concentrating on traditional labor-management relations and National Labor Relations Board (NLRB) proceedings, Epstein Becker Green has extensive experience representing employers large and small in all aspects of labor-management relations.

Our attorneys have represented clients from virtually every industry in the United States, among them:

- Aerospace and Defense Contractors
- Airlines and Railroads
- Auction Houses
- Bakeries
- Banks and Financial Institutions
- Carting and Waste Disposal Companies
- Construction Industry Employers
- Country Clubs and Private Clubs
- Food Processing Concerns
- Gaming Industry Employers

Focus Areas

Services

Employment Litigation

Employment, Labor & Workforce Management

Industries

Financial Services

Health Care Industry

Hospitality

Life Sciences Industry

Retail

Technology

Contacts



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- Governmental Entities
- Health Care Institutions and Hospitals
- Heavy Manufacturers
- Hotels and the Hospitality Industry
- Housing Authorities
- Jewelry Manufacturers
- Law Firms and other Professional Organizations
- Maritime Employers
- Meatpackers
- Media and Broadcasting Concerns
- Mercantile Retailers
- Nursing Homes
- Pharmaceutical Companies
- Professional Sports Teams, Sports Leagues, and Arenas
- Public and Private Education
- Public and Private Transportation Companies
- Public Utilities
- Publishing Concerns
- Real Estate Companies (sales and development)
- Resorts
- Restaurants
- Retail Grocery Stores and Chains
- Social Services and Charitable Institutions
- Telecommunications Companies
- Textile Manufacturers
- Theater and Entertainment Industry
- Trucking, Transportation, and Distribution Companies



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Team

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A Tradition of Service

Epstein Becker Green's attorneys have literally done it all when it comes to labor relations, and our professional credentials rival those of any other firm in the United States. With backgrounds ranging from service with the NLRB, the U.S. Department of Labor, the U.S. Department of Justice, the White House, Congress, and state and local agencies regulating labor-management relations in the public and private sector, our attorneys have been involved in the formulation and enforcement of national and state labor policy at the highest levels. That collective experience includes representing private sector, not-for-profit, and government employers in all aspects of labor-management relations, including union organizing campaigns; union corporate campaigns; representation and decertification cases before the NLRB and state agencies; unfair labor practice proceedings before the NLRB and state agencies; advice and counsel with respect to mergers, acquisitions, and reorganizations; the prosecution and defense of damages claims by and against labor organizations; and strikes, secondary boycotts, picketing and hand-billing, mass demonstrations, and violence or vandalism. In addition, Epstein Becker Green's attorneys have successfully represented employers in literally hundreds of grievance-arbitration proceedings (including disciplinary, discharge, or contract interpretation grievances) and contract negotiations (including bargaining for multiemployer associations and single employers with multistate and national contracts).

A Tradition of Excellence

Our labor attorneys stand committed to providing our clients with the team to match their goals. Whether tackling the challenges created by a union organizing drive or corporate campaign, or providing advice and counsel with respect to labor unrest or strikes, we ably represent a client's interests by meeting its needs, on time, on budget, and with the quality all have come to expect from Epstein Becker Green.

Donald S. Krueger
Andrew Lichtenstein
Ann Knuckles Mahoney
Raymond T. Mak
Marc A. Mandelman
Michael F. McGahan
Frank C. Morris, Jr.
Richard B. Palmer Jr.
Allen B. Roberts
James J. Sawczyn
Erin E. Schaefer
Laura H. Schuman
Dean L. Silverberg
Daniel R. Simandl
Marissa Vitolo

Our Commitment

Regardless of the client's size, or its status as a public or private sector entity, our goal is always the same—to define and achieve the client's objectives in a manner that is sensitive to financial and time constraints, as well as to the client's overall business interests. And because ongoing communication is essential to the process, we place a high priority on being easily accessible to our clients.

Experience

Epstein Becker Green Achieves Victory—Employee Micro-Unit in Southern California Votes Down the Teamsters in Union Election

March 16, 2017

10-Year Retaliation Litigation Ends with Trial Victory—and Counsel Fees—for Hospital

July 1, 2014

Achieving a Major Success for a Client Accused of Unfair Labor Practices

January 27, 2020

Epstein Becker Green Achieves Victorious Result in Union Election Concerning Security Operations

July 22, 2011

Epstein Becker Green Successfully Negotiates Union Agreements on Behalf of Nuclear Generating Station

May 18, 2013

Spearheaded Global Leave Policy Review and Development for More Than 20,000 Employees

December 31, 2021

Completed a Nationwide Reduction in Force in Compliance with WARN Act for National Hospitality Chain

February 28, 2021

Media

Navigating the NLRB's New Joint-Employer Rule

NLRB Expands "Joint Employer" Definition, Senate Confirms Agency Heads, and U.S. Regulates AI EEOC Enforcement Plan, California Expands Paid Sick Leave, and Strikes Across the Country

How the NLRB's Labor-Friendly Actions Are Affecting Union and Non-Union Employers

NLRB Issues *Stericycle* Decision, EEOC Proposes Pregnant Worker Rule, EEOC Settles First AI Anti-Discrimination Suit

NLRB General Counsel Issues Memo on Non-Competes

NLRB Unfair Labor Practice Charges Surge, NYC Prohibits Size Discrimination, FL Expands E-Verify Requirements

NLRB Agenda Puts Pressure on Union and Non-Union Employers

NLRB Issues Memo on Severance Agreement Restrictions, Illinois Rolls Out Paid Leave for Any Reason, New Jersey Prepares for Temporary Workers' Bill of Rights

NLRB Focuses on Severance Agreements, Supreme Court Opens Overtime to HCEs, Ninth Circuit Rejects CA's Mandatory Arbitration Ban

Insights

Steve Swirsky Quoted in "Who's Most Affected by NLRB's Joint Employer Final Rule?"
Media Coverage | *HR Dive* | October 30, 2023

Steve Swirsky Quoted in "NLRB Adopts Expanded Joint Employer Rule"
Media Coverage | *SHRM* | October 26, 2023

Steven Swirsky Quoted in "From NDAs to Overtime Pay, the Federal Government Is Reshaping Employee-Employer Relations"
Media Coverage | *New York Business Journal* | October 5, 2023

Twenty-One Attorneys Named to the 2023 *New York Super Lawyers* and *Rising Stars* Lists
Firm Announcements | September 22, 2023

Andrew Lichtenstein Featured in "On the Move"
Media Coverage | *Los Angeles Business Journal* | August 21, 2023

Andrew Lichtenstein Featured in "Epstein Becker Picks Up Ex-O'Melveny Atty in LA"
Media Coverage | *Law360* | August 9, 2023

Epstein Becker Green Continues West Coast Expansion with Employment Attorney Andrew Lichtenstein in Los Angeles
Firm Announcements | August 8, 2023

Epstein Becker Green Earns National Recognition and High Rankings in the 2023 Edition of *Legal 500*

Firm Announcements | June 7, 2023

Heath Edwards Featured in “People on the Move”

Media Coverage | *Nashville Business Journal* | June 5, 2023

Heath Edwards Featured in “Wake Up Call: Laterals, Moves, In-House”

Media Coverage | *Bloomberg Law Business & Practice* | May 5, 2023