

# Table of Contents

## Volume 1

### CHAPTER 1. INTRODUCTION

- § 1:1 Historical perspective
- § 1:2 Statutory overview—National Labor Relations Act
- § 1:3 —Labor-Management Relations Act
- § 1:4 Implications of the COVID-19 pandemic
- § 1:5 The NLRB in 2025

### CHAPTER 2. NLRB ORGANIZATION AND PROCESS

- § 2:1 NLRB structure
- § 2:2 Representation election function
- § 2:3 Unfair labor practice function
- § 2:4 Remedial authority
- § 2:5 2024 U.S. Supreme Court decisions and their progeny

### CHAPTER 3. THE JUDICIAL ROLE

- § 3:1 Provisions for review and enforcement
- § 3:2 Standard of review
- § 3:3 Judicial review of election proceedings
- § 3:4 Preemption—Overview of labor law preemption doctrine
- § 3:5 —*Garmon* preemption: activities protected by Section 7 or prohibited by Section 8 of the NLRA
- § 3:6 —*Machinists/Brown* preemption: proscribing state regulation of areas intended to be unregulated
- § 3:7 —Section 301 preemption
- § 3:8 —Preemptive federal district court injunctions
- § 3:9 —FAA preemption

### CHAPTER 4. NLRB JURISDICTION AND COVERAGE

#### I. NLRB JURISDICTION AND COVERAGE

- § 4:1 Scope and overview of NLRB jurisdiction and coverage

#### II. STATUTORY JURISDICTION

##### A. IN GENERAL

- § 4:2 Basic rules of statutory jurisdiction

- § 4:3 Foreign operations
- § 4:4 Religious schools and organizations
- § 4:5 National defense and security considerations

## B. DISCRETIONARY JURISDICTION

- § 4:6 NLRB discretionary jurisdiction
- § 4:7 NLRB standards for discretionary jurisdiction—  
Overview
- § 4:8 —General standards
- § 4:9 —Specific industries
- § 4:10 Time requirement for raising the issue of discretionary  
jurisdiction

## III. NLRA COVERAGE

### A. EMPLOYERS

- § 4:11 Coverage of employers
- § 4:12 —Single employers, successors, alter egos, and joint  
employers
- § 4:13 —Exemptions

### B. LABOR ORGANIZATIONS

- § 4:14 What constitutes a labor organization under the Act

### C. EMPLOYEES

#### 1. General Principles

- § 4:15 Employee defined
- § 4:16 Confidential employees
- § 4:17 Managerial employees
- § 4:18 Supervisors

#### 2. Status of Particular Workers

- § 4:19 Agricultural laborers
- § 4:20 Disabled workers
- § 4:21 Domestic employees
- § 4:22 University graduate assistants, graders, tutors
- § 4:23 Collegiate athletes
- § 4:24 Independent contractors
- § 4:25 Immigrants
- § 4:26 Indian tribes

TABLE OF CONTENTS

**CHAPTER 5. PROTECTION OF  
ORGANIZATIONAL AND  
REPRESENTATIONAL RIGHTS**

**I. ORGANIZATIONAL AND REPRESENTATIONAL  
RIGHTS**

§ 5:1 Introduction to organizational and representation rights

**II. PROTECTED AND CONCERTED ACTIVITY**

§ 5:2 Concerted activity

§ 5:3 Protected and unprotected activities

§ 5:4 Abnormally dangerous working conditions

§ 5:5 Free speech protections

§ 5:6 Related constitutional and statutory considerations

**III. EMPLOYER INTERFERENCE, RESTRAINT OR  
COERCION**

§ 5:7 General prohibition on interference, restraint and  
coercion by employers

**CHAPTER 6. EMPLOYER DOMINATION  
AND ASSISTANCE**

§ 6:1 Introduction to employer domination and assistance of  
unions

§ 6:2 Defining “labor organization”

§ 6:3 Domination and interference or assistance

§ 6:4 Teamwork in the workplace

§ 6:5 Neutrality recognition principles

§ 6:6 Neutrality agreements and card-check recognition  
agreements

**CHAPTER 7. DISCRIMINATION IN  
EMPLOYMENT**

**I. DISCRIMINATION IN EMPLOYMENT  
RELATIONSHIPS**

**A. INTRODUCTION**

**1. Scope of Employment Discrimination Laws**

§ 7:1 Overview of employment discrimination and union  
membership

## 2. Other Federal Anti-discrimination Laws and the NLRA

- § 7:2 Federal anti-discrimination laws affecting union members—ADEA and health care benefits
- § 7:3 —Definition of “adverse employment action” under Title VII
- § 7:4 —Genetic Information Nondiscrimination Act of 2008

### B. PARTICULAR APPLICATIONS OF DISCRIMINATION PROVISIONS

#### 1. Employer Discrimination Under NLRA § 8(a)(3)

- § 7:5 Employer violations
- § 7:6 Discharge
- § 7:7 —Constructive discharge
- § 7:8 —Mitigation
- § 7:9 Refusal to hire, promote, or consider for employment
- § 7:10 Runaways, partial closings, and shutdowns
- § 7:11 —Remedies for employer misconduct
- § 7:12 Hiring halls
- § 7:13 —Remedies for unlawful use of hiring hall
- § 7:14 Lockouts
- § 7:15 —Replacement of employees during lockout
- § 7:16 Special benefits for union officials

#### 2. Union Discrimination under NLRA § 8(b)(2)

- § 7:17 Union causation of discrimination
- § 7:18 Common union violations

#### 3. Discrimination Involving Strikes

- § 7:19 The right to strike
- § 7:20 —Waiver of the right to strike
- § 7:21 —Differences between economic and unfair labor practice strikes
- § 7:22 Replacement and reinstatement of striking employees
- § 7:23 —Economic strike versus unfair labor practices strike
- § 7:24 —Enforceability of contracts between employer and replacement workers
- § 7:25 —Back pay for striking employees who resign during the pendency of a strike

### C. PROCEDURAL REQUIREMENTS

#### 1. Proof Requirements

- § 7:26 Establishing a prima facie case against an employer under NLRA § 8(a)(3)

## TABLE OF CONTENTS

- § 7:27 Burdens of proof
- § 7:28 —Proof of union discrimination
- § 7:29 —Pretext
- § 7:30 —The *Wright Line* standard for burden-shifting
- § 7:31 —Direct evidence of unlawful intent
- § 7:32 —Permissible inferences
- § 7:33 —Inherently destructive conduct
- 2. Statute of Limitations Requirements
- § 7:34 Statute of limitations period

## II. INTERFERENCE WITH NLRB PROCESSES

### A. EMPLOYER INTERFERENCE

#### 1. In General

- § 7:35 Employer interference with employee protected conduct
- § 7:36 Discrimination against supervisors
- 2. Employer's Motivation As Determining Factor
- § 7:37 Employer motivation for interfering
- § 7:38 Employer motivation—Significance of employer's knowledge of employee activity
- § 7:39 —Effect of third-party instigation
- 3. Protected Employee Acts
- § 7:40 Filing of unfair labor practice charges
- § 7:41 Threats to file unfair labor practice charges
- § 7:42 Attending NLRB hearing as nonparticipant
- § 7:43 Testifying at NLRB hearing
- § 7:44 Giving statements to NLRB officers

### B. UNION INTERFERENCE

#### 1. In General

- § 7:45 Scope of prohibition against union interference, restraint, or coercion of employees
- § 7:46 What constitutes union violation of NLRA
- § 7:47 Effect of other union unfair labor practices

#### 2. Types of Union Conduct

- § 7:48 Discrimination under union security agreement
- § 7:49 Contract between employer and union requiring employer to discriminate
- § 7:50 Denial and loss of employment
- § 7:51 Violence

- § 7:52 Threats of violence
- § 7:53 Threats of loss of employment
- § 7:54 Calculating dues from nonunion members
- § 7:55 Picketing
- § 7:56 Strikes
- § 7:57 Name-calling
- § 7:58 Retaliatory civil actions
- § 7:59 Minority union's acceptance of recognition as bargaining representative
- § 7:60 Pressuring workers to join union
- § 7:61 Coercing or discriminating against workers

## **Volume 2**

### **CHAPTER 8. REPRESENTATION PROCESSES**

#### **I. REPRESENTATION PROCESSES**

- § 8:1 Introduction to representation processes
- § 8:2 Methods for obtaining recognition as an exclusive bargaining representative

#### **II. PREELECTION CONSIDERATIONS**

##### **A. ELECTION PETITIONS**

- § 8:3 Employee and union petitions
- § 8:4 Employer petitions

##### **B. OTHER PETITIONS**

- § 8:5 Decertification petitions
- § 8:6 Deauthorization petitions
- § 8:7 National emergency dispute elections

##### **C. ELECTION BARS**

- § 8:8 Election bars
- § 8:9 Contract bar rules

#### **III. THE BARGAINING UNIT**

##### **A. CHOOSING THE APPROPRIATE BARGAINING UNIT**

- § 8:10 Choosing an appropriate bargaining unit
- § 8:11 Self-determination elections

## TABLE OF CONTENTS

§ 8:12 Statutory limitations

### B. APPLICABLE PRINCIPLES AND PRESUMPTIONS

§ 8:13 The “community of interests” test

§ 8:14 Accretions

§ 8:15 Transferred employees

§ 8:16 Residual units

§ 8:17 Bargaining units in decertification elections

### C. PARTICULAR TYPES OF BARGAINING UNITS

§ 8:18 Types of bargaining units

§ 8:19 —Multiemployer units

§ 8:20 —Health care units

§ 8:21 —Craft units

§ 8:22 —Utility industry units

§ 8:23 —Entertainment industry units

## IV. ELECTION MECHANICS

### A. SCOPE OF BOARD AUTHORITY

§ 8:24 Authority of NLRB over elections

§ 8:25 Laboratory conditions requirement

### B. BOARD’S PREELECTION RESPONSIBILITIES

#### 1. In General

§ 8:26 Preelection arrangements

§ 8:27 Voter eligibility; *Excelsior* list

## CHAPTER 9. COLLECTIVE BARGAINING PROCESS

### I. IN GENERAL

§ 9:1 Introduction to collective bargaining

§ 9:2 Exclusivity principles

§ 9:3 Selection of bargaining representative

### II. NATURE OF DUTY TO BARGAIN

§ 9:4 Concept of “good faith”

§ 9:5 Duty to furnish information

§ 9:6 —Confidentiality concerns

§ 9:7 —Other considerations

§ 9:8 Unilateral changes by the employer

§ 9:9 Impasse

### **III. SUBJECTS OF BARGAINING**

§ 9:10 Overview of bargaining subjects

§ 9:11 Mandatory subjects

§ 9:12 —Wages, hours and other terms and conditions of employment

§ 9:13 —Other mandatory subjects

§ 9:14 Permissive subjects

## **CHAPTER 10. CONTRACT ADMINISTRATION AND ENFORCEMENT**

### **I. IN GENERAL**

§ 10:1 Overview of contract administration and enforcement

### **II. NLRB DEFERRAL TO ARBITRATION**

§ 10:2 Introduction to arbitration and deferral

§ 10:3 Pre-arbitral deferral

§ 10:4 Post-arbitral deferral

### **III. JUDICIAL ENFORCEMENT OF THE AGREEMENT**

§ 10:5 General principles affecting contract enforcement

§ 10:6 Development of injunctions

§ 10:7 Injunctions—Enforcement of no-strike clause

§ 10:8 —Sympathy strikes

§ 10:9 Successor arbitral obligations

§ 10:10 Post-expiration arbitral obligations

§ 10:11 Arbitrability of retiree health care agreements

### **IV. OTHER CONSIDERATIONS AFFECTING CONTRACT ADMINISTRATION AND ENFORCEMENT**

§ 10:12 Public policy exceptions to enforceability

§ 10:13 Noncontractual state remedies

## **CHAPTER 11. RECOGNITIONAL PICKETING**

### **I. OVERVIEW OF RECOGNITIONAL PICKETING**

§ 11:1 Introduction to recognitional picketing



## TABLE OF CONTENTS

§ 11:2 Constitutional considerations of recognitional picketing

### **II. SCOPE OF THE PROHIBITION ON RECOGNITIONAL PICKETING**

§ 11:3 Proscribed means—Picketing

§ 11:4 Proscribed objects—Organization and recognition

### **III. REGULATION OF PARTICULAR SITUATIONS**

§ 11:5 Rival union picketing

§ 11:6 Postelection picketing

§ 11:7 Permissible picketing and expedited election

### **IV. EXCEPTIONS FOR RECOGNITIONAL PICKETING**

§ 11:8 Employer unfair labor practices

§ 11:9 Informational picketing

## **CHAPTER 12. SECONDARY BOYCOTTS**

### **I. OVERVIEW OF SECONDARY BOYCOTTS**

§ 12:1 Secondary boycotts—Statutory scheme

§ 12:2 —Unlawful objective

§ 12:3 —Unlawful conduct

### **II. SECONDARY ACTIVITY DEFINED**

§ 12:4 Distinction between primary and secondary disputes

§ 12:5 Common situs problems

§ 12:6 —Primary situs on premises of secondary employer

§ 12:7 —Common situs on premises of primary employer

§ 12:8 —Application of standards

§ 12:9 Ally doctrine—Generally

§ 12:10 —Performing struck work for primary employer

§ 12:11 —Two entities constituting single employer

§ 12:12 Secondary consumer appeals

§ 12:13 Damages for unlawful secondary activity

### **III. HOT CARGO AGREEMENTS**

#### **A. BASIC RULES ON HOT CARGO AGREEMENTS**

§ 12:14 General prohibition against hot cargo agreements

§ 12:15 Work preservation protections

§ 12:16 Construction industry proviso

§ 12:17 Garment industry proviso

## **B. PARTICULAR HOT CARGO PROVISIONS**

- § 12:18 Particular hot cargo agreements clauses
- § 12:19 —Picket line clauses
- § 12:20 —Struck work clauses
- § 12:21 —Chain-shop clauses
- § 12:22 —Trade-shop clauses
- § 12:23 —Union signatory clauses
- § 12:24 —Union standards clauses
- § 12:25 —Work allocation clauses

## **CHAPTER 13. JURISDICTIONAL DISPUTES**

- § 13:1 Introduction to jurisdictional disputes
- § 13:2 Jurisdictional dispute as unfair labor practice
- § 13:3 Section 10(k) procedure
- § 13:4 Section 10(k) award

## **CHAPTER 14. DUTY OF FAIR REPRESENTATION**

### **I. OVERVIEW OF DUTY OF FAIR REPRESENTATION**

- § 14:1 Introduction to duty of fair representation

### **II. NATURE OF DUTY OF FAIR REPRESENTATION**

- § 14:2 Origins of doctrine under Railway Labor Act
- § 14:3 Application of duty of fair representation to unions covered by NLRA
- § 14:4 Creation of an unfair labor practice
- § 14:5 Duty and standard of fair representation refined

### **III. PARTICULAR APPLICATIONS OF DUTY OF FAIR REPRESENTATION**

- § 14:6 Invidious discrimination
- § 14:7 Quality of representation
- § 14:8 Union institutional concerns

### **IV. SPECIAL PROCEDURAL AND REMEDIAL CONSIDERATIONS OF DUTY OF FAIR REPRESENTATION**

- § 14:9 Hybrid lawsuit
- § 14:10 Apportionment of damages
- § 14:11 Other remedial considerations

TABLE OF CONTENTS

**CHAPTER 15. INTERNAL UNION AFFAIRS**

**I. REGULATION OF INTERNAL UNION AFFAIRS**

§ 15:1 Union affairs

**II. UNION SECURITY UNDER THE NLRA**

- § 15:2 General principles of NLRA union security
- § 15:3 State right-to-work laws
- § 15:4 Indian tribe right-to-work laws
- § 15:5 Use of agency/union dues—Generally
- § 15:6 —In the public sector: First Amendment issues
- § 15:7 —Use of dues for political purposes

**III. UNION DISCIPLINE UNDER THE NLRA**

- § 15:8 Discipline of employee members
- § 15:9 —Employee rights during disciplinary investigations
- § 15:10 Discipline of supervisor members

**IV. UNION AFFAIRS UNDER THE LMRDA**

- § 15:11 General principles of union affairs under the LMRDA
- § 15:12 LMRDA Title I: Bill of Rights
- § 15:13 LMRDA Title II: Reporting and disclosure
- § 15:14 LMRDA Title III: Trusteeships
- § 15:15 LMRDA Title IV: Elections
- § 15:16 LMRDA Title V: Fiduciary obligations and corruption

**CHAPTER 16. IMPACT OF OTHER  
FEDERAL LAWS**

**I. IN GENERAL**

§ 16:1 Overview of federal laws impacting labor law

**II. ANTITRUST LAWS**

- § 16:2 Antitrust laws
- § 16:3 —Union liability
- § 16:4 —Impact of antitrust on particular union activities

**III. BANKRUPTCY CODE**

§ 16:5 Relationship between bankruptcy law and the NLRA

**IV. FEDERAL LAWS THAT AFFECT EMPLOYMENT  
CONDITIONS**

§ 16:6 Employment laws—Railway Labor Act

- § 16:7 —Fair Labor Standards Act
- § 16:8 —Occupational Safety and Health Act
- § 16:9 —Employee Retirement Income Security Act
- § 16:10 —Social Security Act
- § 16:11 —Veterans' benefits laws
- § 16:12 —Civil rights laws
- § 16:13 —Norris-LaGuardia Act
- § 16:14 —Federal Arbitration Act
- § 16:15 —Immigration Reform and Control Act

## **V. TRANSPORTATION LAWS**

- § 16:16 Transportation laws—Interstate Commerce Act
- § 16:17 —Motor Carrier Act
- § 16:18 —Maritime laws

## **VI. WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT**

- § 16:19 WARN Act
- § 16:20 —Employers subject to notice requirements
- § 16:21 —Employer liability
- § 16:22 —WARN Act notice requirements and exceptions
- § 16:23 — —Notice to employee representatives
- § 16:24 — —Notice to affected employees
- § 16:25 — —Notice to government units
- § 16:26 — —Other notification issues
- § 16:27 — —Events triggering notice requirements
- § 16:28 — —Exemptions from full notice requirements

## **VII. OTHER FEDERAL LAWS**

- § 16:29 Other federal laws

# **Volume 3**

## **APPENDICES**

### **Appendix A. Statutes**

- Appendix A1. The Sherman Antitrust Act (15 U.S.C.A. §§ 1 to 7a-3)
- Appendix A2. The Clayton Antitrust Act (15 U.S.C.A. §§ 12 to 27, 29 U.S.C.A. §§ 52 to 53)
- Appendix A3. The Norris-LaGuardia Act (29 U.S.C.A. §§ 101 to 115)
- Appendix A4. The National Labor Relations Act, as amended (29 U.S.C.A. §§ 151 to 169)

## TABLE OF CONTENTS

- Appendix A5. Labor-Management Relations Act (29 U.S.C.A. §§ 141 to 144, 171 to 197)
- Appendix A6. Labor-Management Reporting and Disclosure Act (29 U.S.C.A. §§ 401 to 531)
- Appendix A7. Worker Adjustment and Retraining Notification Act (29 U.S.C.A. §§ 2101 to 2109)

### **Appendix B. Rules and Regulations**

- Appendix B1. NLRB Statements of Procedure (29 C.F.R. §§ 101.1 to 101.43)
- Appendix B2. NLRB Rules and Regulations (29 C.F.R. §§ 102.1 to 102.182)
- Appendix B3. NLRB Other Rules (29 C.F.R. §§ 103.1 to 103.100)
- Appendix B4. NLRB Description of Organization and Functions
- Appendix B5. NLRB Memoranda on Authority of General Counsel and Regional Directors
- Appendix B6. Worker Adjustment and Retraining Notification Act regulations (20 C.F.R. §§ 639.1 to 639.10)

### **Appendix C. Selected Forms and Documents**

- Appendix C1. Charge against employer (Form NLRB-501)
- Appendix C2. Petition—AC petition (Form NLRB-502 (AC))
- Appendix C3. Petition—RC petition (Form NLRB-502 (RC))
- Appendix C4. Petition—RD petition (Form NLRB-502 (RD))
- Appendix C5. Petition—RM petition (Form NLRB-502 (RM))
- Appendix C6. Petition—UC petition (Form NLRB-502 (UC))
- Appendix C7. Petition—UD petition (Form NLRB-502 (UD))
- Appendix C8. Petition—WH petition (Form NLRB-502 (WH))
- Appendix C9. Statement of Position (Form NLRB-505)
- Appendix C10. Form NLRB-506—Responsive Statement of Position
- Appendix C11. Charge against labor organization (Form NLRB-508)
- Appendix C12. Charge alleging unfair labor practice under NLRA § 8(e) (Form NLRB-509)
- Appendix C13. Request to withdraw petition (Form NLRB-601)
- Appendix C14. Instructions to election observers (Form NLRB-722)
- Appendix C15. Form NLRB-4175—Mail Ballot Voter Instructions and Sample Mail Ballot Kit

## FEDERAL LABOR LAW NLRB PRACTICE

- Appendix C16. Waiver of right to review file (Form NLRB-4480)
- Appendix C17. Form NLRB-4483—Waiver of Eligibility List
- Appendix C18. Notice of procedures for unfair labor practice charge (Form NLRB-4541)
- Appendix C19. Request to proceed (Form NLRB-4551)
- Appendix C20. Notice of appearance (Form NLRB-4701)
- Appendix C21. Annual notice for receipt of charges and petitions (Form NLRB-4702)
- Appendix C22. Appeal form (Form NLRB-4767)
- Appendix C23. Settlement agreement (Form NLRB-4775)
- Appendix C24. Description of Representation Case Procedures in Certification and Decertification Cases (Form NLRB-4812)
- Appendix C25. Notice of Designation of Attorney or Representative (Form NLRB-4943)
- Appendix C26. Questionnaire on commerce information (Form NLRB-5081)
- Appendix C27. Full consent election agreement (Form NLRB-5509)
- Appendix C28. Certificate of Service (Form NLRB-5544)
- Appendix C29. Form NLRB-5545—Certificate of Service of Voter List
- Appendix C30. Form NLRB-5546—Request to Block Petition
- Appendix C31. Description of Election and Post-Election Representation Case Procedures (Form NLRB-5547)
- Appendix C32. Business Identification Number Form (Form NLRB-5554)
- Appendix C33. Form NLRB-5581—Voluntary Recognition Notice
- Appendix C34. Summary of procedures for representation
- Appendix C35. Summary of hearing procedures for unfair labor practice
- Appendix C36. NLRB Directory

### **Table of Laws and Rules**

### **Table of Cases**

### **Index**