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 2026

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 Recent U.S. Supreme Court decisions

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

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
§ 5:8 Bans on employee solicitation and distribution of literature
§ 5:9 Electronic solicitation and distribution
§ 5:10 Wearing union buttons and posting union flyers on company bulletin boards
§ 5:11 Nonemployee access to employer property
§ 5:12 Interrogation, polls, and photography
§ 5:13 Campaign propaganda
§ 5:14 Bans on employee communication

IV. UNION RESTRAINT AND COERCION

§ 5:15 General prohibition on restraint and coercion by unions
§ 5:16 Particular applications of unfair labor practices under Section 8(b)

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 employers 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)
§ 7:27 Burdens of proof
§ 7:28 —Proof of union discrimination
§ 7:29 —Proving pretext
§ 7:30 —The *Wright Line* standard for burden-shifting
§ 7:31 —Direct evidence of unlawful intent
§ 7:32 —Permissible inferences
§ 7:33 —Proving 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's protected conduct
§ 7:36 Discrimination against supervisors

2. Employer's Motivation As Determining Factor

§ 7:37 Employer motivation for interfering
§ 7:38 —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, and 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
§ 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

2. REGULATION OF PREELECTION CAMPAIGNING

§ 8:28 NLRB regulation of election campaigning

§ 8:29 Threats of reprisal
§ 8:30 Promises of benefit
§ 8:31 Inflammatory discriminatory appeals
§ 8:32 Campaign propaganda/misrepresentations
§ 8:33 Objectionable campaign tactics—*Peerless Plywood* 24-hour rule
§ 8:34 —Seat of power interviews
§ 8:35 —Home visits
§ 8:36 Other election interference

C. CONDUCT OF ELECTION

§ 8:37 Conduct of election
§ 8:38 —Observers
§ 8:39 —Hours of polling
§ 8:40 —Electioneering at polls
§ 8:41 —Voter identification
§ 8:42 —Ballots
§ 8:43 Postelection challenges and objections

V. SPECIALIZED CERTIFICATION ISSUES

A. BARGAINING ORDERS

§ 8:44 Bargaining orders based upon certification
§ 8:45 Remedial bargaining orders
§ 8:46 Non-majority bargaining orders

B. DISCRIMINATORY OR CORRUPT UNIONS

§ 8:47 Discrimination or corruption committed by unions

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
§ 9:15 Corporate redirection

IV. DURATION OF THE DUTY TO BARGAIN

§ 9:16 General obligations to bargain
§ 9:17 —Midterm bargaining and modifications
§ 9:18 Statutory notice and waiting periods
§ 9:19 Successorship issues
§ 9:20 Prehire contracts in building and construction

V. SPECIAL PREEMPTION ISSUES

§ 9:21 State protective legislation

VI. RELATED CONSIDERATIONS

§ 9:22 Antitrust limitations
§ 9:23 Worker Adjustment and Retraining Notification (WARN) Act
§ 9:24 Bankruptcy Code

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 Injunctions
§ 10:7 —Enforcement of no-strike clauses
§ 10:8 —Sympathy strikes

§ 10:9 Successor's 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
§ 11:2 Constitutional considerations of recognitional picketing

II. SCOPE OF THE PROHIBITION ON RECOGNITIONAL PICKETING

§ 11:3 Proscribed means
§ 11:4 Proscribed objects

III. REGULATION OF PARTICULAR SITUATIONS

§ 11:5 Rival union picketing
§ 11:6 Postelection picketing
§ 11:7 Permissible picketing and expedited elections

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 agreement 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

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 Native American tribal 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)

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
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 reciept 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. Questoinnaire 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