

In today's changing labor environment, employers are feeling more vulnerable to organizing activity and are seeking ways to have their management team prepared to handle employee questions. These vignettes are designed to help managers deliver a standard, consistent message so they feel confident and comfortable engaging employees in conversation about labor unions.

These management training videos use a variety of scenarios that model management behavior when engaging employees in conversations regarding unions and union organizing tactics. By watching modeled behaviors, actions and words in these three-to-five-minute video scenarios, supervisors and managers can begin the process of developing their own words, actions and behaviors that are both legal and effective.

### ***How it Works!***

The Labor Relations Video Vignettes for Managers consist of seven different scenarios that can be purchased as a collection or individually. The scenario-based vignettes showcase common activities managers need to understand, prepare for and feel comfortable engaging with their direct reports to better understand the work environment. The seven different scenarios highlight the following situations:

1. Having a discussion with employees about unions.
2. Dealing with union mailers regarding educational conferences.
3. Talking to employees about Union Authorization Card Signing.
4. Addressing employees who have been invited to union meetings.
5. How to handle a union organized on premises.
6. What to do when you find union flyers in break rooms.
7. How to discuss union mailers and home visits.

Each scenario consists of a two-parts. Part 1 sets the stage, introduces the topic, and then fades to black with the question, "what would you do?". Through an interactive learning event, the facilitator controls the conversation to initiate group dialog based on the topic. After group discussion, the facilitator plays Part 2 of the vignette to show the same manager modeling the desired behavior, and demonstrating how to engage direct reports in further, legal conversation.

The vignettes are designed for use in classroom-style, interactive learning sessions with up to 25 participants. This interactive session can be facilitated a trained facilitator or a certified Labor Relations Consultant (further prepare clients for success by conducting a train-the-trainer workshop client designated resources).

### ***INSTRUCTORS TOOLKIT INCLUDES:***

- One write-protected DVD, including three individual scenarios.
- 1 Facilitator Guide.
- 2 facilitated session agenda templates.
- Suggested talking points, including key messages and common questions/concerns.
- 1 Participant Kit, including session handout and participant evaluation form customizable templates.
- 1 write-protected DVD per video vignette.