

UNDERSTANDING UNIONIZATION

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- ❖ **WHY do employees *REALLY* JOIN unions?**
- ❖ **What are “FOE” and “TIPS”?**
- ❖ **What rights do EMPLOYERS & EMPLOYEES have regarding the union?**
- ❖ **How should supervisors address employees when discussing the union?**
- ❖ **How do the unionization laws apply to you even if you are NON-UNION?**
- ❖ **When can you discipline employees for their “SPEECH” against management?**
- ❖ **How can managers EFFECTIVELY BUILD TRUST with employees?**
- ❖ **How do you define “TRUST” and “TEAM”?**
- ❖ **What role does “EMPATHIC LISTENING” play in remaining non-union?**
- ❖ **What role do “TROLLS” and “BULLIES” play in forming a union?**

Join Scott as he walks you through the laws and parameters of Unionization, as well as why employees join unions today in his own practical, entertaining and humorous style. Scott will not only outline a process for you to follow in his unique "rubber hits the road" approach, but he will tell you how to use this information IMMEDIATELY!

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Scott Warrick, JD, MLHR, CEQC, SHRM-SCP (www.scottwarrick.com) is both a practicing Employment Law Attorney and Human Resource Professional with 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style.

Scott Trains Managers & Employees ON-SITE in over 50 topics, all of which can be customized **FOR YOU!**

LET SCOTT DESIGN A PROGRAM FOR YOU!

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott is also a TWO-TIME best-selling author. His first book, [*Solve Employee Problems Before They Start: Resolving Conflict in the Real World*](#), is a #1 Best Seller for Business and Conflict Resolution. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s most recent book, [*Living The Five Skills of Tolerance: A User’s Manual For Today’s World*](#), is also a #1 Best Seller in 13 categories, including Business Leadership, Educational Leadership, Minority Studies, Organizational Change, Religious Intolerance, Race Relations and Workplace Culture, to mention a few.

Scott travels the country presenting seminars on such topics as Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

Scott’s [**MASTER HR TOOL KIT SUBSCRIPTION**](#) is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott has been named one of Business First’s 20 People To Know In HR, CEO Magazine’s 2008 Human Resources “Superstar,” a Nationally Certified Emotional Quotient Counsellor (CEQC) and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008, 2010 and 2012. Scott has also received the Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

For more information on Scott, just go to www.scottwarrick.com.

