



## Labor

White Brenner LLP serves both public and private employers in handling representation regarding labor matters, including labor negotiations, grievances, arbitrations, impasse procedures, strike actions, and administrative hearings before the National Labor Relations Board (“NLRB”) and the Public Employee Relations Board (“PERB”).

Although union membership has declined in the United States in recent years, the labor movement remains strong in the state of California, especially in the public sector. We recognize that collective bargaining may be one of the more challenging issues employers face. As such, we assist employers in planning for and conducting successful labor negotiations. We also help employers develop a bargaining strategy and to come up with bargaining goals prior to negotiations. We will review and draft proposed revisions to labor agreements to comply with ever evolving legal requirements and to meet management’s needs. We also offer a review of personnel rules, in conjunction with the labor agreements, to ensure legal compliance, as well as effective administration and

consistency. Also, when needed, our attorneys will assist management in the negotiation of policy changes that are subject to bargaining.

If labor negotiations prove unsuccessful, impasse procedures with the union may be initiated. Our attorneys have expertise handling mediations, fact-finding hearings, and unilateral implementation. We will also help employers respond to strikes, as well as picketing and boycotting activity that may arise.

Our labor attorneys have a significant amount of experience working with employers to handle employee grievances, as well as hearings and arbitrations—should a grievance rise to that level. Our attorneys also have experience representing employers in unfair labor practice charges brought before the NLRB and PERB. Our goal is to defend the employer, prevent liability, and to resolve disputes when it is necessary and practicable to do so. We want the best outcome for our clients and will help to develop creative solutions that best meet individual client needs.



## Firm

White Brenner LLP is a law firm with deep roots in California. Based in the state's capital, we have a particular focus on sound public policy. Our lawyers and lobbyists work in the areas of government relations, regulatory matters, public law, political issues, ethics and conflicts of interest, real estate and land use, environmental and natural resources, water, litigation and more.

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