

# Traditional Labor Services

## Furthering operational *flexibility* and economic *sustainability*

The evolving labor landscape presents employers with multifaceted challenges that can significantly impact their operations. Our labor attorneys guide employers through critical workforce decisions, helping maintain operational flexibility and economic sustainability while addressing complex labor requirements.

Our team's deep experience with union elections, negotiations and labor disputes (unfair labor practices and grievances) allows us to anticipate issues and work with clients to resolve them as efficiently as possible. We combine our legal knowledge with practical business judgment and bargaining table skills to deliver solutions that serve both immediate needs and long-term goals.

We work with public and private management teams across industries to navigate sophisticated labor issues, including:

- Responding to representation cases (union elections)
- Negotiating collective bargaining agreements
- Interpreting, administering and enforcing collective bargaining agreements
- Representing clients in grievance arbitrations and unfair labor practice proceedings
- Advising clients on strike planning and prevention

In environments without employees represented by unions, we help employers understand how current labor law affects their policies and employees' rights and develop and maintain effective workplace policies and practices that support positive employee relations. When union organizing efforts arise, we provide strategic counsel on lawful and appropriate responses.

For unionized workplaces, we guide employers through the complexities of collective bargaining, contract administration and dispute resolution.

Whether addressing day-to-day workforce matters or responding to critical labor issues, our attorneys provide the focused guidance organizations need to move forward with confidence. We measure our success by your ability to maintain productive operations while effectively managing labor relations challenges.

## Contact

[Michael S. Brunet](#)

[206.816.1480](tel:206.816.1480) [mike.brunet@foster.com](mailto:mike.brunet@foster.com)