

# Labor Management Relations

Positive labor relations are a critical business asset. Companies across multiple industries rely on our lawyers to manage that asset with dexterity and creativity. We represent them in every sort of union matter, whether negotiating collective bargaining agreements, representing them before the National Labor Relations Board (NLRB), or defending them in grievances and arbitration.

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## Setting the Right Tone

Dealing effectively with labor unions is always a matter of experience, but it's often a matter of tone, as well. Our clients value their workers and seek to do right by them, but at the same time they have interests that need to be protected. We are known for striking the right chord in labor negotiations, for staying flexible, and for walking the delicate line between tough and respectful. We often come up with novel solutions, even in the face of hardened negotiating positions, resulting in agreements that best serve our clients' interests.

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## Transactions With Labor Issues

Our reputation for resolving labor issues is well known to other law firms, many of which retain us to help handle those issues associated with mergers and acquisitions. In connection with deal work, we assess compliance issues, negotiate provisions of purchase agreements, recommend go-forward protective measures and advise on labor-driven aspects of the transaction.

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## Representative Matters

- Achieved highly favorable results for a hospitality client in connection with a series of unfair labor practice charges filed with the National Labor Relations Board (NLRB). The case is still cited as a precedential decision by the NLRB.
- Represented a private equity real estate firm as labor counsel in the acquisition of one of the largest rental properties in the U.S. and the sales of midtown NYC hotels.
- Represented a major advertising agency, in an arbitration against SAG-AFTRA, the union representing on-camera advertising talent nationwide. Prevailed in the arbitration, not only securing substantial savings for our client by avoiding paying residuals to on-screen drivers, but also providing our client and other signatory agencies with more certainty when budgeting for drivers and planning shoots by establishing guideposts for future commercials featuring driving.
- Counseled an independent bookstore company with several locations across New York City in its first collective bargaining negotiations with the leading retail union in New York. Guided client through the pandemic by negotiating furloughs and health and safety procedures, and later negotiated a first collective bargaining agreement that achieved long-term labor relations stability.
- Defended a leading investment, development and management real estate firm against charges filed with the National Labor Relations Board (NLRB) alleging that our client interrogated and retaliated against a unionized employee. Persuaded the NLRB that the dispute should be deferred to the collective bargaining agreement's grievance arbitration process, defended the charges on their merits and secured a dismissal.

