Assignment

[Institutional Affiliation(s)]

Author Note

# Challenges managers may Face

In a specific type of organization, a group of workers with common job and interest joined together for the improvement of their working conditions is known as Union (Ekegren, 2018). The union has the right and authority to argue with the management on the benefits, working conditions and amount of wages receiving by the employee.

Authorization cards can be collected by the union from employees to make union. 50% cards are needed to collect from the employees of designated groups (known as bargaining unit) which will be representatives of collective bargaining. The vote is another way through which at least 30 % of the authorization cards that union has to collect from the bargaining unit. Then the election will be held by Public employment relation Board (PERB). More than 50% vote casted by employees should be in favor of unionization in order to win the election. This will make the representative of the Union.

Eli should advice his boss that management should schedule meetings by using company’s property and time to discuss the unionization and position of the company. It should not be a formal meeting in supervisor’s office rather then it should be a group meeting at employee's workplace. Email can also be sent to employees to discuss the company present situation but be selective in choosing words in Email. Management should explain the good features of the company for example job security, existing benefits and steady work. Explain your employee the drawbacks of their association with union such as fines and assessments, possibility of strikes and paying dues. Persuade the employees that do not give support to union and vote against them. Reveal the most active member or gangster of the union and tell your employee that how their wages and benefits match with other non-unionized and unionized companies with fewer packages (Smith, Buse & Gordon, 2016).

Eli explain his boss some activities that management should avoid, which may include any benefit or grant given to employee (For Example holidays, increase in wages, improvements and benefits in working conditions) and push them to leave the union. Give threat to employees on supporting the union (threats may include layoffs, current benefit discontinuation, and discharge). Interrogate the employees related to organizing union activities and restrict the union jackets and badges (Facey, [MacEachen](https://scholar.google.com.pk/citations?user=Qc6FbEsAAAAJ&hl=en&oi=sra) & [Verma](https://scholar.google.com.pk/citations?user=-a0hKocAAAAJ&hl=en&oi=sra) 2017).

In a legal standpoint, the company is facing some current liabilities which should be addressed immediately. The production area is very hot and dirty and it also contains less ventilation, which may create serious complaint from employees and it is against the labor law. The high heat may create skin problem in employees, suffocation and heart diseases. In June 2015 new State law clearly not allowed the employer to use the sick days of the employee or threaten to terminate them, when they use it. According to law, serious action could be taken against the employer, if he uses the sick days of the employee. If an employee files a suit then there are many penalties that a company may face against the violation of Labor law. So it is important for a company to solve the problem, which may create health issues in labor during the production process.

One HR representative should be hired to handle the internal business operations instead of multiple HR managers, to make the organization more cost effective. Some companies may move from medium-sized business to Large size business because of a high number of salaried person and production workers (Workforce, 2015). It is essential for all of the current managers who are working with many responsibilities of HR should focus on their own position and transfer the responsibilities to the HR representative to save time. The productivity level may diminish when employees do not concentrate on work efficiently related to his position in the organization. This problem should be solved by hiring an HR representative to perform all the duties of HR.

**References**

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