



## Representation and Unfair Labor Practice Cases

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The Firm's founder (Isaiah Dorfman) participated in drafting the National Labor Relations Act and was subsequently appointed as the first regional attorney for the Chicago office of the National Labor Relations Board (the "Board"). Thereafter, upon founding the Firm, he appeared regularly before the Board on behalf of the Firm's clients. Our long tradition of representing clients at the Board continues to this day on a nationwide basis, and also includes representing public sector clients before public labor boards.

Where clients are faced with unfair labor practice charges, we work closely with them to investigate the allegations, present a defense, try and brief the case with respect to those charges that are not resolved prior to hearing. We also represent clients in appeals to the National Labor Relations Board in Washington, D.C. and various state labor relations boards, and before courts of appeal across the country.

When a non-union client is faced with a union petition for representation at the Board, we assist in developing the appropriate response, including the unit in which an election should be held, the timing and details of the election and representation at any hearing regarding the appropriate bargaining unit and any post-election hearings involving objections to the election and/or challenged ballots.

### Experience

Below are representative samples of the types of representation and unfair labor practice case services we provide Laner Muchin clients:

- ✓ Developing appropriate and effective strategies in presenting or defending unfair labor practice cases or in challenging union election petitions.
- ✓ Investigating and drafting position statements and other documents during the initial investigation process.
- ✓ Preparing and presenting witnesses for hearings before administrative law judges.

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- ✓ Representing clients in post-election hearings involving election objections and/or challenged ballots.
- ✓ Trying cases before administrative law judges and drafting post-hearing briefs.
- ✓ Representing clients on appeal to the National Labor Relations Board and various state labor relations boards.
- ✓ Representing clients in federal and state appellate courts on appeals from labor board decisions.