

March 6, 2013

Special Fixed-Fee Service to Help Employers Respond to Right-to-Work Laws

With the passage of the new Right-to-Work laws in Michigan, employers throughout the state - whether unionized or not - are realizing that the impact of these laws on their operations are more complicated and nuanced than initially believed.

For a fixed/flat fee, Butzel Long is offering Michigan both unionized and non-unionized employers a special service to:

- **Assist employers by analyzing the RTW law's impact on their particular operations;**
- **Advise them with respect to some of the legal issues they will confront; and**
- **Provide communication tools to best respond to their employees' questions regarding the laws and their obligations.**

Among the specific services available under this package, Butzel Long will:

- For all employers (whether non-unionized or unionized):
 - Review Collective Bargaining Agreements (CBAs) and personnel policies to determine how they may be implicated by the RTW law, and provide options for changing those terms, if needed;
- For unionized employers:
 - Prepare a written explanation of the law to provide to employees;
 - Review dues check-off authorization forms to determine possible limitations on the employees' ability to rescind authorizations;
 - Prepare a customized notice of rights to provide to employees who have executed dues check-off authorizations;
 - Prepare a customized notice of rights to provide to employees for consideration before they execute dues check-off authorizations; and
 - Provide advice as to options for changing dues check-off forms, if needed.

The flat fee and scope of service will depend on the need involved, such as whether the employer is unionized or non-unionized and the number of union contracts at issue. For a more detailed explanation of this service, contact any of the attorneys of Butzel Long's Labor & Employment Law Group, including:

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