

## **Suggestions for Preparing Your Community for Unions**

- Meet with management to describe the SEIU's campaign and prepare them for tactics that they can expect
- Prepare proactive communications to residents, family members and employees
- Consider meetings with residents and employees when necessary
- Review scheduling to ensure consistent management coverage during key periods, such as holidays
- Review community security arrangements to ensure the lawful and appropriate enforcement of property rights to control access by unauthorized persons
- Meet with managers to conduct an assessment of your community's care record, staffing, training, and any outstanding regulatory or compliance issues
- Prepare an action plan to preempt or resolve any anticipated corporate campaign issues
- Meet with managers to conduct an assessment of your wage and benefit standards, supervisory issues and internal communications, and problem-solving
- Prepare an action plan to minimize or eliminate the anticipated vulnerabilities to union organizing
- Conduct management training on union cards and union organizing, corporate campaign activity and lawful, effective communications with residents, employees, and others