



Western Construction Specialists Freedom of Association and Collective Bargaining Policy

Processes and Management Approach

1. **Compliance with Legal Standards:**
 - WCS complies with federal and state labor laws, including the **National Labor Relations Act (NLRA)**, which protects employees' rights to organize, join labor unions, and engage in collective bargaining.
 2. **Respect for Union Representation:**
 - We work collaboratively with labor unions, including **IBEW Local 47**, to maintain open communication and address employee concerns effectively.
 3. **Non-Retaliation Policy:**
 - WCS enforces a strict policy against retaliation or discrimination toward employees who exercise their rights to organize or bargain collectively.
 4. **Training and Awareness:**
 - Managers and supervisors are trained to understand and respect employees' rights to freedom of association and collective bargaining.
 - Training includes guidelines on creating a supportive environment for unionized and non-unionized employees.
 5. **Union Coordination:**
 - WCS has established procedures to coordinate with union representatives to address workplace issues, negotiate agreements, and ensure compliance with collective bargaining agreements.
 6. **Grievance Mechanisms:**
 - Accessible channels are available for employees to raise concerns related to freedom of association, ensuring issues are addressed promptly and fairly.
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Monitoring and Engagement

1. **Regular Reviews:**
 - Collective bargaining agreements are reviewed periodically to ensure compliance and alignment with company and employee needs.
 2. **Collaborative Approach:**
 - WCS fosters a cooperative relationship with union representatives and actively engages in discussions to address workforce challenges and opportunities.
 3. **Internal Accountability:**
 - Management is responsible for ensuring adherence to policies supporting employees' rights to organize and bargain collectively.
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Commitment to Continuous Improvement

WCS is committed to maintaining and enhancing processes that protect and promote the rights of employees to freedom of association and collective bargaining, reinforcing our dedication to ethical and transparent labor practices.

Let me know if you'd like assistance drafting an attachment for this response!