

Takeaways from the 2025 WV SHRM State Council HR Legislative & Law Conference

1. Enforce company policy consistently.
2. Do not engage in surveillance of employees.
3. Train supervisors regularly on what they can and cannot do if a union representative shows up.
4. Stay calm and professional.
5. Do not tell employees they cannot talk to the union.
6. Document facts.
7. Do not interrogate employees about their union beliefs.
8. Refer union representatives to the appropriate contact at the company.
9. Do not threaten employees because of their union support.
10. Never take union cards from a union representative.



Anthony Caldera

Associate

(304) 933-8141

anthony.caldera@stepToe-johnson.com



Michael Moore

Member

(304) 933-8153

michael.moore@stepToe-johnson.com

