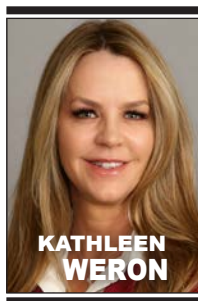


*Union activity
is on the rise
- even in Utah*



Is your business prepared?

New data released by the National Labor Relations Board (NLRB) reported that unfair labor practice petitions filings are up 10 percent in FY 2023 and union petitions rose an additional 3 percent in 2023. This is following a 53 percent increase from FY 2021 to 2022. With the board's precedent-turning decisions in this calendar year, particularly in August, employers may again begin to experience an uptick in unfair labor practice charges and election petitions.



**KATHLEEN
WERON**

While this uptick has occurred on a national stage, union efforts in Utah have also been on the rise in recent years. According to a Jan. 19 news release from the Bureau of Labor Statistics, in 2021, 3.5 percent of Utah workers were members of a labor union or

employee association similar to a union and 6.5 percent of workers' jobs were covered by a union or an employee association contract. In 2022, these percentages increased to 3.9 percent and 8.7 percent,



**AMANDA
FULLER**

respectively. Just last month, healthcare workers at the University of Utah organized, citing poor working conditions and chronic understaffing as the reason. Prior to the healthcare workers, associates at Dragonfly Wellness (a cannabis dispensary) and at Starbucks in Cottonwood Heights also unionized. Given both the national and local trends, it is important for Utah employers to develop a game plan in the event they are confronted with unionization efforts, as such efforts are protected by the National Labor Relations Act (NLRA).

The National Labor Relations Act

The NLRA protects the rights of employees to engage in "concerted activity," which is when two or more employees engage in some activity for their mutual aid or protection relating to the terms and conditions of employment. Under the NLRA, employers may not interfere with, restrain or coerce employees in the exercise of these "Section 7" rights. Section 7 of the NLRA guarantees employees "the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection."

These other "concerted activities" are a broad category and may apply to even a single employee if that employee is acting on the authority of other employees,

bringing complaints by the group to an employer's attention or attempting to induce group action (i.e., one employee speaking to an employer on behalf of one or more of his or her co-workers regarding the improvement of workplace conditions). Section 7 also protects employees' right "to refrain from any or all such activities."

The NLRA applies to most private-sector employers, including manufacturers, retailers, private universities and healthcare facilities. Importantly, the NLRA does not just apply to employees represented by a union. Employees at union *and* non-union workplaces have the right to assist each other by sharing information, signing petitions, discussing and seeking to improve their wages and working conditions.

Section 8 of the NLRA makes

see **UNION** page 26

STAFFING & RECRUITING FIRMS

Ranked by Number of Utah Temporary Employees Assigned Per Week



Company Name Address	Phone Web	No. of Temps Assigned Per Week in 2022	No. of Direct Hire/Contract Hire Assigned in 2022	No. of Utah Offices	No. of Offices Nationwide	Industries Served	Benefits Available	Local Executive(s)
1 Nexeo HR 2600 W. Executive Parkway Ste. 160, Lehi, UT 84043	801-658-4700 nexeohr.com	1,900	13,500	6	12	Accounting, banking, finance, customer service, call center, construction, skilled trades, government, non-profit, healthcare, health sciences, wellness, hospitality, events, manufacturing, industrial, technology, software, engineering, warehouse distribution, fulfillment	Medical, dental, vision, limited life, short-term disability insurance; Refer-a-Friend bonus, other financial incentives; weekly pay, direct deposit, Rapid Pay card; social media giveaway (Amazon gift cards, etc.); employee of the month; hassle-free job search; recruiter is always available to assist	Heather Webb Operations Mgr.
2 Resource MFG/Prologistix 2115 S. 3600 W. West Valley City, UT 84119	801-265-1999 ResourceMFG.com or Prologistix.com	1,500	500	6	500	Manufacturing, distribution, call center	Better worklife, free education, medical, dental, vision, 401(k), short-term disability, accidental death/dismemberment	Keri Golden-Samora
3 Spherion 204 E. 900 S., Ste. 101 SLC, UT 84111	801-519-5093 spherion.com/utah	1,300*	*	5*	*	Technology, light industrial, clerical/call center, professional	Medical	Ron Zarbock Owner
4 Synergy Staffing Partners 5578 S. Redwood Road, Ste. B Taylorsville, UT 84123	801-266-9675 synergy staffing4u.com	250	2	1	1	Light industrial, manufacturing, distribution, administrative clerical & professional direct-hire	Medical insurance	Bret VanLeeuwen
5 PrincePerelson & Assoc. 2180 S. 1300 E., Ste. 350 SLC, UT 84106	801-532-1000 perelson.com	225	*	1	1	Nine unique practice areas focusing on the following areas of expertise: accounting & finance, call center & customer service, creative & marketing, computer science & IT, human resources, legal, manufacturing & engineering, office & administrative, & sales.	Health benefits, PTO, 401(k)	Jill Perelson
6 Apex Staffing LLC 58 E. Cleveland Ave. SLC, UT 84115	801-328-9567 apexjobs.net	200	*	1	1	Construction, heavy & light industrial	Health insurance, 401(k)	Mike Robison Phil Boyer
7 LG Resources 721 N. Main St. Layton, UT 840041	801-900-4726 lgresources.com	150	100	3	3	Light Industrial, Skilled Labor, Professional Services (Direct Hire)	Yes	Troy Hyde Owner/CEO
8 Smith Johnson Group, Inc. <i>IT Talent Specialists</i> 8899 S. 700 E., Ste. 275 Sandy, UT 84070	801-984-4700 smithjohnson.com	56	23%	1	2	IT for banking, finance, insurance, defense, state govt., LDS Church, automotive, etc.	Healthcare, retirement, PTO, life insurance, vacation/sick, dental/vision, health savings accounts	Dennis Johnson President John Thompaon Operations
9 Vital Signs Staffing LLC 3761 S. 700 E., Ste. 150 SLC, UT 84106	801-892-8300 vitalstaffs.com	45	5	1	1	Clerical, professional & medical staffing	Holiday & vacation pay, incentive bonuses	Bill & Shari Whitworth
10 Kelly Services 2255 N. University Pkwy., Ste. 7 Provo, UT 84604	801-266-0067 kellyservices.us	*	*	3	700+	Aerospace, contact center, light industrial, manufacturing, pharmaceutical, warehouse, distribution	Health, dental, short-term disability, holiday & vacation pay	Tiffany Murphy

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OFFICE EQUIPMENT DEALERS

Ranked by Number of Utah Employees

SALT LAKE
BUSINESS JOURNAL **List**

	Company Name Address	Phone Web	No. of Utah Employees	Multifunction Products Sold YTD	No. of Utah Locations	No. of Nationwide Locations	No. of Utah Accounts	Services Offered	Machine Brands Available	Local Executive(s)
1	Les Olson Co. 3244 S. 300 W. SLC, UT 84115	801-486-7431 lesolson.com	282	*	8	9	*	Managed IT, IT hardware, copiers, printers, scanners	Sharp, HP, Fujitsu, Riso, Formax	Lisa Thaller James Olson
2	Valley Office Systems 2500 S. Decker Lake Blvd., Ste. 24, SLC, UT 84116	801-770-3300 valleyofficesystems. com	27	1,500	3	8	2,900	Copiers, printers, scanners, production, document management, printer fleet management	Ricoh, Kyocera, HP	Carrie Packard Luis Hernandez
3	Fisher's Technology 7023 S. 700 W. Midvale, UT 84047	801-938-7311 fisherstech.com	15	*	1	*	*	Sell & service copiers & printers, toner, document management, IT managed services	*	Chris Taylor, CEO Ty Grigsby, President J.T. Jones, CFO Eric Strand, VP
4	Ability Business Solutions Inc. 1556 S. Main St. SLC, UT 84115	801-466-8486 abilitybusiness solutions.com	10	179	1	1	800	Copiers, printers, managed print, unified communications, VoIP phone solutions & IT services	Xerox, Lexmark, Konica Minolta, Ricoh, HP, Sharp	Dennis Cavazos President Mark Cavazos VP
5	CopyDoc Inc. 90 W. 500 S., Ste. 425 Bountiful, UT 84010	801-294-5686 copydocutah.com	1	10	1	1	800	Sales, service & supplies for nearly all brands of multifunction copiers, laser printers, fax machines	Kyocera, Copystar, Canon,	Layne Black

SALT LAKE BUSINESS JOURNAL

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OFFICE FURNITURE DEALERS

Ranked by 2022 Total Revenue

SALT LAKE
BUSINESS JOURNAL **List**

	Company Name Address	Phone Web	Total Revenue 2022	No. of Utah Employees	No. of Utah Offices	Products & Services	Notable Projects	Local Executive(s)
1	HB Workplaces 249 S. 400 E. SLC, UT 84111	801-363-5881 hbworkplaces.com	\$134M	144	2	Furniture, prefab interior construction, speciality storage	Extra Space Storage, Layton Construction, Nu Skin, Pit Viper, Traeger Pellet Grills, Zions Bancorporation	David Colling, CEO Zach Fronk, Principal
2	Midwest Commercial Interiors 987 S. West Temple SLC, UT 84101	801-359-7681 mwciutah.com	\$32.8M	64	1	Commercial furniture, architectural walls, interior design support & finishes	Myriad Genetics, CHG, Spanish Fork Hospital, Primary Children's Hospital, West Valley City Hall, HCA Regional Corporate Offices	Sean Wright President Marshall Tate CEO
3	Interior Solutions 2375 S. 300 W. South SLC, UT 84115	801-531-7538 interiorsolutions.net	\$25M	35	1	Interior design, office furniture installation, storage systems projects & creation of specialized work environments	*	Amanda Wallace
4	OFS Interiors 4753 Holladay Blvd. Holladay, UT 84117	801-974-1970 ofsinteriors.com	\$8.5M	15	1	Architectural & interior design, office furniture, installation	*	Jonas Persch Owner/President
5	Main Street Office Furniture 3965 S. State St. SLC, UT 84107	801-685-8448 msof.com	\$6M	24	1	Space planning, interior design, furniture sales, furniture installation, workplace relocation and decommission	*	Wes Israelsson
6	Wholesale Office Furniture 422 W. 12300 S. Draper, UT 84020	801-758-6639 wholesaleoffices. com	\$2.4M	7	1	New & used office furniture	Catholic Community Services, Hollywood Studios, One Voice Childrens Choir, Evoq Nano, The Stena Group, Jabil, Jacob Jensen Law, Sandvik Mining & Rock Solutions	Jacob DeKlerk John DeKlerk Robert DeKlerk
7	Wood Revival Desk Co. 2502 S. 3270 W. SLC, UT 84119	801-972-4224 woodrevival.com	\$360K	2	1	Custom office furniture	*	Charles Hastings
8	Strive Workplace Solutions 1101 E. Cambridge, Ste. 3 Layton, UT 84047	801-773-2512 striveoffice.com	Proprietary	16	2	Office suites, desks, credenzas, bookcases, chairs, systems, sit-stand, office supplies, janitorial supplies, personal protection products, promotional products, custom printing	*	Jeff Williams
9	CCG 358 S. Rio Grande St. Ste. 100 SLC, UT 84101	801-359-6622 ccgslc.com	*	72*	*	Office furniture, interior design, architectural walls, raised access flooring	*	Carmelle Jensen CEO/President

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Giving in the Workplace



When holidays, birthdays and special milestones are upon us in our personal lives, no one needs a reminder to buy a great gift for that special someone. A spouse, child, best friend, family member or otherwise is always the top of our list. These gifts are ones that we put thought and care into every year because we know the recipients, what they'll love, what they need. Automated within each of us is a reminder to get something wonderful for these people to really make them feel special and delighted, and it feels good to really nail it and see our loved ones light up.

But what about the workplace? Contrary to gift giving at home, holidays and milestones in the workplace can feel entirely daunting. The "joy of giving" quickly fades when we question who to give gifts to, what to give and if we should be spending on our bosses, employees or co-workers.

Let's face it: You like them, you like some a lot more than others. You don't want to spend a

fortune, but you don't want to do nothing. You don't have a lot of time, and this feels like another thing, but you really do care. If you have employees, how do you make them feel seen and appreciated for all the hard work they've done? How do you cover everyone, so no one feels left out? How do you individually give, versus give to a group?



AJA
MACHEEL

Many of us spend just as much time with our coworking community as we do with our families at home, and recognizing those people in an intentional way can be not only fun, but mutually rewarding. Your gift can also make an impression that will go a long way by boosting morale and workplace culture. Alternatively, cutting corners or giving a half effort can unintentionally have a negative impact how you present your view of them.

Putting in effort matters. If it's been a while since you've made effort of intentional giving in the workplace, it's time to step up your game.

Some of the tips below will

create a joyful giving experience for not only you but your colleagues:

Not all sugar is created equal: Maybe you're thinking of grabbing a box of donuts or a sheet cake from the grocery store to throw on the table at work for the holidays. This can seem like an easy go-to, but let's be honest, it also feels like an afterthought. The office sheet cake is a familiar sight and becomes a love/hate fixture in the breakroom for the next week.

So, how can you level up your sugar game? Local bakeries are always open early and have the freshest batches of unique sweets ready to go. The bakery can customize anything on the spot by adding a name or message. Consider buying something for the sugar-free colleague too, like croissants or fresh bagels. If you're buying something for an individual, find out what they really like. Consider others and their food preferences. They may prefer a basket of fresh fruit or a great bottle of wine instead of refined sugar. Maybe it's a certain sweet or beverage that is individual to them. Taking the extra time and

thought here will make a big payoff. They'll know you considered them and went the extra mile.

Flower power: Who doesn't love flowers? If you think someone deserves a brighter day, this is your ticket. For every person, there is a plant or flower they'll love — a little bit of life and greenery feels hopeful and fun. However, just as stated above, be careful your flowers don't seem like an afterthought. Avoid the wilted cellophane-wrapped bulk flowers from the corner market or grocery store. Make sure they're in a vase so they stay fresh. Find a local florist who will make something fresh and specific for you: Your company colors, their favorite colors or their favorite sports team colors are always possible. Add a card and have it delivered to really make it feel special.

Another fun floral idea is to individually recognize someone by giving them flowers to wear for a day. There's no way they'll avoid feeling special with a boutonniere, corsage, flower crown or

see **GIVING** page 26

ADVERTISING AGENCIES

Ranked by Utah Gross Sales 2022

SALT LAKE
BUSINESS
JOURNAL **List**

	Company Name Address	Phone Web	Gross Utah Sales 2022	No. of Utah Full-Time Employees	No. of Utah Locations	Nationwide Locations	No. of Utah Accounts	Services Offered	Owner/Manager
1	Love Communications 546 S. 200 W. SLC, UT 84101	801-519-8880 lovecomm.net	\$40M	60	1	1	63	Full-service advertising & public relations firm offering digital & traditional products including brand planning, gov't relations & website development	Thomas Love, Alan Reighard, Preston Wood Partners retiring 12/2023
2	Max Connect Marketing 13702 S. 200 W., Unit B-1 Draper, UT 84020	801-260-2835 maxconnect.com	\$33.2M	60	1	4	61	Digital marketing, PPC, paid search, display & video pre-roll ad buying, search engine optimization, lead nurturing, marketing automation, conversion rate optimization, digital analytics & data optimization, creative & brand services	Devin Deaton, Kyle Nelson, Travis Draper Ryan John, Greg Weeks Phil Case
3	R&R Partners 155 N. 400 W., No. 510 SLC, UT 84103	801-531-6877 rrpartners.com	\$25M	28	1	8	*	Advertising, marketing, public relations & public affairs	Chad Harris VP/Managing Director
4	RUMOR Advertising 255 Riverbend Way, Ste. 220 North Salt Lake, UT 84054	801-355-5510 rumoradvertising.com	\$23M	20	1	1	*	Strategy, media, digital, web development & design	Shane O'Toole Founder/CEO
5	Penna Powers 1706 S. Major Street SLC, UT 84115	801-487-4800 pennapowers.com	\$21M	47	1	1	50	Advertising, content, PR, branding, digital communications agency	David L. Smith Partner/CFO
6	MaHK Advertising 2545 E. Parleys Way SLC, UT 84109	801-424-5005 mahkadvertising.com	\$11.2M	36	1	1	*	Advertising agency	Walt McRoberts, EVP Karen Andrews, EVP Tal Harry, EVP Jason Kassing, EVP
7	FUEL Marketing LLC 2005 E. 2700 S., Ste. 180 SLC, UT 84109	801-484-2888 fuelmarketing.com	\$10.5M	21	1	1	350+	Advertising, marketing, media & public relations agency	Donna Foster Brad Plowman
8	Holmes & Company Advertising 8180 S. Highland Drive Sandy, UT 84093	801-355-2211 holmesco.com	\$1.1M	5	1	1	2	Full-service advertising & consulting agency	Lisa Holmes Owner/CEO
9	modern8 Corp. 145 W. 200 S. SLC, UT 84101	801-355-9541 modern8.com	\$1M*	9*	1	1	*	Brand design agency	Alysha Smith Managing Director
10	BWP Communications 654 W. 100 S. SLC, UT 84104	801-359-2766 bwpcommunications.com	\$985K	11	1	1	*	Advertising, marketing, brand development, strategic communications, public relations, website design and development	Brett Palmer President
11	360 Touch 4222 Hilltop Drive Park City, UT 84098	435-655-0360 360-touch.com	*	1	1	1	12	Full-service advertising agency including traditional media buying, digital medial placement, production & graphic design. We are a Google and Facebook partner and offer in-house programmatic digital media buying	Lutisha Merrill President
11	Boncom 55 N. 300 W. SLC, UT 84180	801-237-2400 boncom.com	*	94	1	3	20	Full-service marketing and advertising agency specializing in behavior change campaigns using best practices in strategy, research, creative, video production, design, UX, social media, influencer marketing, public relations, media buying & analytics	Andrew Bagley President
11	MRM West 60 E. South Temple, Ste. 1400 SLC, UT 84111	801-257-7700 mrm.com	*	170	1	1	*	B2B marketing & advertising	Brian Renaud General Manager
11	Struck / STRKTR 257 E. 200 S., Ste. 150 SLC, UT 84111	801-531-0122 struck.com STRKTR.com	*	30+	1	1	15-20	Transforming brands in the destination marketing, outdoor recreation, and biotech industries to boost brand awareness, engagement and growth. Rebranding, repositioning and fundraising preparation are particular areas of expertise. STRKTR is dedicated to creating distinct physical spaces that turn brands into experiences to put the power to work with an infusion of imagination. Every space has the potential to tell an unforgettable story.	Brent Watts Executive Creative Director Andrew Howlett CEO
11	Red Rider Creative 55 N. Merchant St. American Fork, UT 84003	801-226-1289 redridercreative.com	*	14	1	1	15+	Full-service marketing & advertising agency. Branding, graphic design, video production, media buying, web design, strategy & consulting	Clark Taylor CEO

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May Lose Value

OFFICE PLANT SERVICE PROVIDERS

Ranked by Number of Utah Employees



	Company Name Address	Phone Web	2022 Number of Utah Employees	No. of Utah Locations	No. of Utah Accounts	Year Est.	Services	Local Executive
1	Cactus & Tropicals 2735 S. 2000 E. SLC, UT 84109	801-485-2542 cactusandtropicals.com	140	2	900	1975	Design, plants, floral, events, container gardens, holiday, interiorscape services	Scott Pynes
2	Plant Jungle 2194 E. Fort Union Blvd. SLC, UT 84121	801-453-9500 plantjungle.com	18	2	100+	1998	Live plants, silk/faux plants, plant walls, moss walls, patioscapes & retail store	Bonnie Dallimore Founder & Operations
3	Paradise Palm Interior Plantscapes & Indoor Garden Store 307 E. 300 S. SLC, UT 84111	801-582-3212 paradisepalm.com	11	1	200+	1977	Plant care services, sales, retail, living walls, design	John Mueller
4	Foliage Inc. 740 W. 1700 S., Ste. 7 SLC, UT 84104	801-474-0300 foliageutah.com	9 to 11	1	150+	2001	Design, installation & maintenance of interior plants	Julie Ward
5	Intermountain Plant Works 1842 W. Research Way, Ste. 70 West Valley City, UT 84119	801-268-1771 intermountain plantworks.com	7	1	175	1976	Interior plant design, installation, maintenance, living walls & special event rentals	Roseann Formaro
6	Wasatch Greenscapes 3267 E. 3300 S., Ste. 513 SLC, UT 84109	801-648-2650 wasatchgreenscapes.com	3	1	50	2014	Interior plant maintenance for home & office	Alexander Spencer
7	Plant Gallery 3240 S. 2300 E. SLC, UT 84109	801-792-5206 plant.antique@ outlook.com	2	1	40+	1979	Office plant maintenance, sales, consulting	Steve Long
8	Living Creations, Plants & Flowers by Design 7259 S. 700 W. Midvale, UT 84047	801-485-3219 livingcreations.net	*	1	*	*	Office plants & management, floral arrangement	Scott Olsen



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UNION

from page 17

it an unfair labor practice for an employer “to interfere with, restrain or coerce employees in the exercise of their rights guaranteed in Section 7” of the act. The NLRB — the federal enforcement authority for the NLRA — has created an extensive list of employer actions it considers unfair labor practices, or actions that would unduly interfere with an individual employee’s labor rights including:

- Interference, restraint, or coercion of employees in the exercise of their rights;
- Interference with the formation or administration of any labor organization, or financial contributions or other support to such an organization;
- Discrimination on the basis of labor activity in hiring, or tenure of employment, or any term or condition of employment;
- Discrimination regarding any term or condition of employment in retaliation for reporting to the NLRB;
- Refusal to bargain collectively with the representatives of the employees;
- Refusal to recognize a majority union;
- Taking unilateral actions;
- Refusing to provide necessary information to union representatives;
- Refusing to sign a written contract once an agreement is reached; or
- Imposing conditions on an employer’s willingness to bargain.

Further, management cannot interrogate employees or threaten employees with loss of jobs. Management also cannot threaten

to close or impose more onerous working conditions if employees support a union, engage in union activity or select a union to represent them. Similarly, management cannot promise benefits to employees to discourage employee union support. Additional unlawful conduct includes:

- Management coercively questioning employees about their own or their co-workers’ union activities or sympathies;
- Prohibiting employees from talking about the union during working time (if the employer permits employees to talk about other non-work-related subjects);
- Polling employees to determine the extent of their support for a union (unless the employer complies with certain safeguards);
- Spying on employees’ union activities;
- Photographing or videotaping employees engaged in peaceful union or other protected activities;
- Denying off-duty employees access to outside nonworking areas of the employer’s property (unless business reasons justify such denial);
- Prohibiting employees from wearing union buttons, T-shirts and other union insignia unless special circumstances warrant; and
- Discharging, suspending, laying-off, failing to recall from layoff, demoting, disciplining or taking any other adverse action against employees because of their protected, concerted activities.

Proactive Measures to Adopt to Avoid Unionization

Although union activity is on the rise, there are strategies you can adopt to minimize the likelihood employees will feel the need for union or employment association protection. Importantly,

effective and transparent communication with employees helps create a satisfied workforce. You should endeavor to keep employees informed about the state of the business and maintain a dialogue with employees regarding working conditions, benefits, compensation and policy changes. Consider implementing an open-door policy allowing employees to discuss their concerns or suggest improvements to working conditions. It is also advisable to create and maintain a labor action plan and implement facially neutral policies relating to union and non-union activity before union activity arises.

If a unionization effort surfaces, however, you should carefully consider next steps and engage legal counsel to understand what actions you may and may not legally take in response. Avoiding contact entirely can be deadly, and you have a right to communicate with employees, provide facts known to be true and even offer an opinion on whether you believe the union is not right for the company or its employees, as well as share union-related experiences from the past.

To avoid an unfair labor practices claim, proactively train your management team, including executive-level managers and supervisors who interact with employees daily, regarding lawful activities and communications management can make while engaging with employees. Working time is for work; you may maintain and enforce non-discriminatory rules limiting solicitation and distribution. However, you cannot prohibit employees from talking about or soliciting for a union during non-work time, such as before or after work or during breaks.

In addition, you may tell

employees that management and the company are opposed to unionization. You can explain to employees that they do not have to sign union cards and that the law allows them the absolute right to refrain from joining a union. You can tell employees that they do not have to speak to union organizers or admit them into their home. You can share information about the benefits provided by the company and compare benefits with those in unionized companies. You can point out the costs of belonging to a union, such as the payment of dues and initiation fees.

You can also inform employees that with a union, they may have to bring their issues to a shop steward instead of dealing with their supervisors and remind employees that merely signing a union authorization card or application for membership does not mean they must vote for the union election. Finally, you can correct any untrue or misleading statements made through an organizer, by handbill or through any union disinformation.

Union activity is on the rise and the NLRB is more active than ever. The NLRA protects all employees and employers must be aware of unlawful conduct that could result in unfair labor practice charges. In addition, fair and consistent policies, open-door policies and competitive pay and benefits help create a culture built on mutual trust, recognition and respect and make the need for unions unnecessary.

Kathleen D. Weron is a shareholder specializing in labor and employment law in the Salt Lake City office of Ogletree Deakins. Amanda Fuller is an associate with an emphasis in labor and employment law in the Salt Lake City office of Ogletree Deakins.

GIVING

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lei. Having something made will feel specific and intentional — and most florists love customizing on the spot.

Make a lasting impression: Giving a long-lasting gift will be a constant reminder of your gesture and appreciation. For a large group of people in the workplace, consider something everyone can enjoy. Is it an office upgrade? A new comfortable breakroom chair? Furnish your office with large plants for everyone to enjoy. Hire a weekly flower drop-off for the front desk. Find a local artist to paint a fun mural in your space or let your employees design a space that’s their own. Local T-shirt shops can

make fun and creative apparel for your team. For individuals, consider a beautiful indoor plant or flower, a custom recognition plaque or something that you know is unique to them. Go the extra mile by really noticing someone’s space and what is important to them and try to give accordingly.

Intentional giving on a budget: Let’s face it, we can’t spend all of our hard-earned dollars on workplace gifts. Sometimes there is just no money in our budget to really show someone we work with how much we care. There are quite a few ways to show others how much you care in a meaningful and intentional way without spending a dime. Being and feeling seen for what we do at work is one of the greatest gifts. Sit down with a pen and paper and let each

person know what you individually appreciate about them or take the opportunity publicly to give a team or individual specific accolades for their accomplishments. Take a large piece of poster board around your workplace to gather messages from others. Everyone loves a card from the group. Simply put: Finding a way to sincerely recognize your colleagues can be the greatest gift.

It’s OK to ask: Look, sometimes we’re just plumb out of ideas. If you’re still stumped, don’t be afraid to ask the group for input! Who says it should be a surprise? By bringing everyone together to ask what they would love the most, you may find that you have some fresh ideas, and everyone will be invested in participating. Maybe as a group you

can come up with an experience or reward that will be fun and inclusive for all. Gather intel from other colleagues when buying gifts for someone individually — maybe they know that person’s favorite things. Going the extra mile here will make your gift intentional and unique, without a doubt.

Giving is important and meaningful. It doesn’t have to be materialistic. In fact, it’s much better if it’s intentional. These little moments of joy are important in our workplaces, our work life and with our colleagues, and as we continue to care about and recognize each other, we’ll create a better world around us.

Aja Macheel is the visual designer at Cactus & Tropicals in Salt Lake City and has been creating beautiful spaces along the Wasatch Front for over 15 Years.

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CHAMBERS OF COMMERCE

Listed Alphabetically

SALT LAKE
BUSINESS
JOURNAL **List**

Chamber Name Address	Phone Web	Number of Members	2023 Annual Membership Fees/Rates	Operating Budget	Year Est.	Membership Services & Programs	Top Local Executive
American Fork Chamber 31 N. Church St. American Fork, UT 84003	801-472-7467 americanfork chamber.org	330	\$150- \$15,000	\$350K	1946	Networking, business-to-business relations, community events, advocacy	Josh Walker Co-President Kristina Wesemann Co-President
Box Elder Chamber 6 N. Main St. Brigham City, UT 84302	435-723-3931 boxelder chamber.com	380	\$75-\$4,000	Proprietary	Early 1900's	Networking, advocacy, sponsorship opportunities, etc.	Monica Holdaway CEO
Cache Valley Chamber 5 Main St. Logan, UT 84321	435-752-2161 cache chamber.com	584	See Website	Proprietary	1920's	Certificates of origin, general problem-solving, marketing opportunities, networking opportunities & resources for business in our community	Jamie Andrus President/CEO
Cedar City Chamber 510 W. 800 S. Cedar City, UT 84720	435-586-4484 cedarcity chamber.org	370	\$40- \$20,000	Proprietary	1915	Business relationships & connections, advocacy, training, referrals, counseling, advertisement, etc.	Chris McCormick President/CEO
ChamberWest 3540 S. 4000 W., Ste. 240 West Valley City, UT 84120	801-977-8755 chamberwest.com	320+	\$350+	\$400K	1961	Business advocacy, business & civic leader engagement, board of directors, board of governors, annual awards gala, annual golf classic, legislative affairs committee, etc.	Barbara Riddle President/CEO
Davis Chamber of Commerce 450 S. Simmons Way, Ste. 220 Kaysville, UT 84037	801-593-2200 davischamberof commerce.com	500	\$500- \$12,000+	Proprietary	2001	Legislative Affairs, Women in Business, Leadership Institute program, military affairs, monthly luncheons, networking groups, Lakesiders ambassador group & ribbon cuttings, annual awards banquet, Business-to-Business Expo, Economic Summit, golf tournament, board of governors, etc.	Angie Osguthorpe President & CEO
Heber Valley Chamber 475 N. Main St. Heber, UT 84032	435-654-3666 gohebervalley.com	315	\$150-\$400	\$121,500	2012	Press opportunities, discounts, referrals, advertising, workshops, networking, etc.	Dallin Koecher Director
Holladay Business Advisory Board 4580 S. 2300 E. Holladay, UT 84117	385-429-2921 holladay chamber.com	Proprietary	All city businesses	Proprietary	2003	See website	Jason Woodland 9-member Exec. Board
Hurricane Valley Chamber 63 S. 100 W. Hurricane, UT 84737	435-635-3402 hvchamber.com	170	\$75-\$450	Proprietary	*	Business promotion, business education, free advertising on chamber website, FB page, newsletters, etc. Promotional opportunities, monthly luncheons, networking opportunities, referrals	Kris Smedley
Murray Area Chamber 5411 S. Vine St., No. 3B Murray, UT 84107	801-263-2632 themurray chamber.com	120	\$600- \$50,000	Proprietary	1948	Business education & updates. Free ads on chamber website, FB page, newsletters, etc. Business promotional opportunities, referrals, networking opportunities, etc.,	Matt Gibbons President
Ogden-Weber Chamber 2380 Washington Blvd., Ste. 290 Ogden, UT 84401	801-621-8300 ogdenweber chamber.com	912	\$225+	Proprietary	1887	Business connections, information, operational savings, promotional opportunities, legislative connections, etc.	Chuck Leonhardt CEO/President
Park City Chamber/Convention & Visitors Bureau 1850 Sidewinder Drive, Ste. 320 Park City, UT 84060	800-453-1360 visitparkcity.com	1,000	Varies	\$14M	1981	Exposure to visitors, website listings, B2B referrals, communications, government affairs, events, professional development	Jennifer Wesselhoff President/CEO
Pleasant Grove-Lindon Chamber 70 S. 100 E. Pleasant Grove, UT 84062	801-922-4540 pglindon chamber.org	210	\$100- \$5,000	Proprietary	1921	Marketing, network with local businesses, etc.	Eric Jensen President/CEO
Point of the Mountain Chamber 225 E. State St. Lehi, UT 84043	801-901-6664 thepoint chamber.com	320	See Website	Proprietary	*	Business networking, online visibility, advocate for cities, legislative issues, educational & training, motivational speakers, promotional with sponsorship opportunities	Mark Welcker President/CEO
St. George Area Chamber 136 N. 100 E., St. George, UT 84770	435-628-1650 stgeorge chamber.com	900	\$375- \$1,071	Proprietary	1954	Advertising & marketing, business & professional services, commercial & residential services, etc.	Shawn Christensen President/CEO
Salt Lake Chamber 201 S. Main St., Ste. 2300 SLC, UT 84111	801-364-3631 slchamber.com	Proprietary	\$1500	Proprietary	1887	Leadership programs, professional development, speakers bureau, advertising opportunities, sponsorship opportunities, certificates of origin	Derek Miller CEO
South Salt Lake Chamber 2531 S. 400 E. South Salt Lake, UT 84115	801-466-3377 sslchamber.com	300	\$200+	Proprietary	1952	Business & civic leader engagement, board of directors, annual golf touney & awards banquet, networking & visibility, business growth thru involvement, business open houses	Gary Birdsall President/CEO
South Valley Chamber 9800 S. Monroe St., Ste. 806 Sandy, UT 84070	801-566-0344 southvalley chamber.com	486	\$500- \$15,000	Proprietary	2019	Business Institute, Business Accelerator Academy, Women in Business network, Leadership South Valley, Young Entrepreneurs Academy, Silicon Slopes Sandy/Draper Chapter, Executive Forums, In the Know series; Titan Awards; Peak Awards; golf tournaments; Business After Hours	Jay Francis President/CEO Rob Brough Chairman
Spanish Fork Area Chamber 67 E. 100 N. Spanish Fork, UT 84660	801-798-8352 spanishfork- chamber.com	Proprietary	\$250- \$7,500	Proprietary	*	Networking, marketing, promotions, etc.	Kathleen Leavitt President/CEO
Sugarhouse Chamber & Community Alliance P.O. Box 530356 SLC, UT 84152	801-448-7292 sugarhouse chamber.org	100	\$300- \$600	20K	1940's	Advocacy, large scale marketing campaigns, video services, "Business Beet", highlight businesses, "Sugarhouse Rocks concerts" in Monuments Plaza	Brandon Hill Erika Wiggins Co-chairs
Utah Valley Chamber 2696 N. University Ave., Ste. 220 Provo, UT 84604	385-482-2555 thechamber.org	510	See website	\$660K	1985	A member-driven organization whose mission is to build relationships, advocate principle-based public policy, & promote business & community prosperity	Curtis Blair President/CEO



SOUTH VALLEY CHAMBER

What We Do:



Connect: Business is done with people you know and trust. The Chamber is committed to connecting like-minded business owners, operators and leaders.



Educate: The Chamber offers a full suite of business education and professional development courses for businesses of all sizes through our Business Institute.



Advocate: The Chamber is the voice of business for the South Valley. We are committed to monitoring and taking action on local, state and national policies that impact businesses.



Grow: The Chamber offers many tools to help promote your brand and connect with potential customers. We do this by providing exposure through our online member directory, social media, and a variety of sponsorship opportunities.

Who We Are:

The South Valley Chamber of Commerce (SVC) is committed to Connecting, Educating, Advocating, and Growing for businesses.

Check Us Out
southvalleychamber.com
 or Call 801-566-0344



