



## **Reliant Labor Consultants**

*Management Consulting for the Modern Workforce*

### **Proposal/Contract for: Safelite**

#### **Pre-Petition:**

##### **First Steps**

You have asked for a proposal to provide materials and consulting services to help you prevent a union from getting enough support to hold an election or win an election should they be so successful. Since there is limited time to educate your employees on the disadvantages of unions and convince them to put their trust in a direct relationship with you as opposed to an outside third party like the union, we should move quickly. It is important that your conversations with employees are persuasive, legally sound and provide the best opportunity to build trust with your employees.

##### **Proposed Intervention(s)**

Campaign Consulting: For this option we will provide expert campaign consulting by Reliant Labor Consultants as on-site facilitators to communicate your message directly to employees in employee meetings and one-on-one. Based on our joint assessment of the need, we will assign appropriate consulting resources to your campaign for a pre-approved schedule of meetings. This does not include representation before the NLRB.

##### **Objective**

- Prevent the filing of a Certification Petition
- Win an election with the NLRB by as wide a margin as possible or achieve a withdrawal of the petition, without meritorious election objections or unfair labor practice charges.
- Increase trust and credibility of the current leadership team by improving communication and developing their ability to create a positive employee relations environment.
- Maintaining a direct-relationship at your facility (unionized facilities are less productive and profitable than direct relationship ones – the estimated “dead weight cost” of unionization is around 25% more than the cost of operating non-union).

##### **Value Reliant Labor Consultants, Inc. brings to your Organization**

- You avoid a steep-and-slippery-learning curve and are free to do the most important trust-building work.
- You can talk to employees without engaging in “mud-slinging.” You are free to spend your time on a positive message about the company.
- Your communication strategy is legally proven and sound.



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**Acceptance:**

We accept the proposal above and the intervention(s) selected:

For Reliant Labor Consultants, Inc

For Safelite

\_\_\_\_\_  
Joseph Brock, President

Date: \_\_\_\_\_

\_\_\_\_\_  
Scott Koenigs, CHRO

Date: July 29, 2024