



Practice Group Co-Chair Discusses the Evolution of Labor Relations Law

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In an interview with *SHRM*, **Steve Bernstein** discusses the evolution of HR and labor relations law. He explains that new state and federal laws, deindustrialization, and the globalization of the American economy have all contributed to the decline of union membership. He also believes employers have changed their practices in order to recruit and retain good workers; and doing so may have reduced the attractiveness of unions.

"Frankly, employers are just treating people better" by embracing more fairness and consistency, Steve says. And he explains that the worker of today isn't so different from the worker of yesterday in terms of their core human needs. "What people really want in the workplace is to be listened to, to have access to decision-making, and to be in a position to at least influence their workplace."

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