



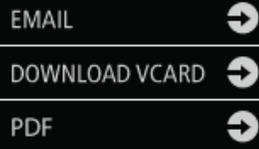
Patrick Miles, Jr. | Of Counsel

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Patrick Miles Jr. is of counsel in Barnes & Thornburg's Grand Rapids office and is a member of the Litigation Department. Mr. Miles focuses his practice on corporate compliance, investigations, monitorships, and business transactions.

UNION AVOIDANCE

A union flyer was posted on one of your facility's employee bulletin board last night. What should you do next?

Fortunately, you don't have to know the answer -- because we do. We have the experience, depth and understanding to deal with any situation at a moment's notice. We will get you through this -- our professionals have worked with employers from coast-to-coast, across most industries and with most of the major unions. **Our passion is to preserve a client's freedom to manage and to assist our clients in helping them remain union-free.**

Our goal is to engage clients in union avoidance activities prior to an actual campaign -- to avoid campaigns altogether. Part of that strategy involves training of key supervisors. Employers can demonstrate their commitment to providing employees a voice in three key ways:

- ♦ Creating an environment where employees are comfortable speaking to management about issues and concerns
- ♦ Engaging a management team that is willing and able to listen to these concerns
- ♦ Providing a culture and operational structure that allows the management team to follow up and act effectively to correct these issues when necessary

Experience and Innovation

We have an extensive team of legal professionals that offer creative solutions and innovation, aimed at engaging clients in union avoidance activities prior to the formation of an actual campaign. We estimate our team has helped manage hundreds of union organizing attempts and/or campaigns, and our clients have obtained favorable results in more than 96% of the campaigns in which we have been involved. **Our team has also helped companies avoid hundreds of campaigns across the country, including UAW, Steelworkers, Teamsters, CWA, IBEW, UFCW, UNITE-HERE, IAM, AFTRA, SEIU, The Laborers, GMPP, Sheet Metal Workers, 1199, just to name a few.**

Pat Miles' Union-Busting Law Firms

- ✓ After law school, Miles went to work for Varnum LLP, which has squared off against the UAW for “many years”
- ✓ While Miles was with Varnum, Varnum fought against the UAW at the state and federal level
- ✓ After Varnum, Miles went to Dickinson Wright – a law firm that provides tips to companies on “Remaining Union Free”
- ✓ While Miles was at the firm, Dickinson Wright represented auto-parts manufacturers squaring off against the UAW in front of the National Labor Relations Board, including one company accused of “coercive statements”
- ✓ Miles is currently of-counsel at Barnes & Thornburg – a firm that brags about its “union avoidance” strategies
- ✓ The firm says that it has helped “hundreds” of clients fight off unions, including the UAW, and is currently involved in a NLRB “bad faith bargaining” case against the union.

VARNUM

- After graduating law school, Miles worked for 15 years at the **Varnum Law Firm**, which has offices across Michigan. [[Pat Miles, LinkedIn](#)]
- Miles became a partner at Varnum in 1997 [[Grand Rapids Press, 10/17/10](#)]
- While Miles was at **Varnum LLP** (1991-2006), the law firm regularly squared off against the UAW in court, at the NLRB, and in front of state administrative law judges.
 - **2006: Varnum represented Kent County, in a case against UAW Local 2600 before the Michigan Employment Relations Division.** Varnum successfully defeated an appeal by the UAW to fight a change in the pension plan that "substantially increased costs" to county employees represented by the local. [[Kent County v. UAW Local 2600, Employment Relations Division, Case No. C05 H-192](#)]

- **2006: Varnum represented a water-heater manufacturer (Bradford White) in an NLRB complaint.** The complaint was brought by an employee of the company's Middleville, Mich. plant who was represented by the UAW. [[NLRB, Case No. 07-CA-049368](#)]
 - **1999: Varnum represented Keller Die Cast, in Grand Rapids, in its attempt to challenge the results of a UAW certification election.** "A hearing was conducted on those objections and the hearing officer prepared a report and recommendation to the Board suggesting that all objections be overruled and that a certificate of representation issue. Despite the hearing officer's determinations, Keeler refused to bargain with the UAW," according to an appeals court opinion. [[Keller Die Cast v. UAW AFL CIO, Decided 7/8/99](#)]
- **Varnum has worked against UAW for "many years."** On its website, Varnum continues to boast that it has "worked for many years with leading companies in Michigan and throughout the country to manage their complex relationships with labor unions," with the UAW at the top of the list. [[Varnum LLP](#)]



DICKINSON WRIGHT

2006-2012: Pat Miles was a partner at **Dickinson Wright** from 2006 until he became U.S. Attorney, in July 2012. [[Pat Miles, LinkedIn](#)]

- **2008: Firm represented car parts manufacturer against UAW in NLRB case.** While Miles was at the firm in 2008, Dickinson Wright represented **Grupo Antolin**, one of the world's largest suppliers of auto interior parts, in a National

Labor Relations Board case against UAW, Local 174. [[NLRB, Case No. 07-CB-016056](#)]

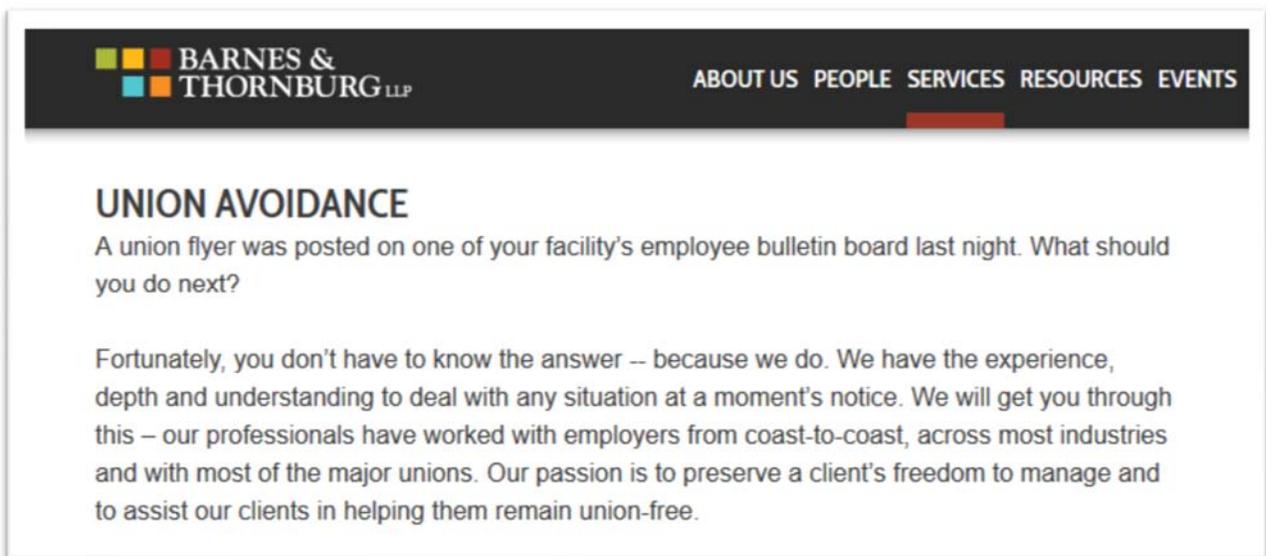
- **2009: Dickinson Wright represented another auto parts manufacturer in “coercive statements” case.** The firm – again, while Miles was there – represented **Lenawee Stamping Corp.** of Tecumseh, Mich., which was accused of five labor-law violations in a complaint filed with the NLRB, including making “coercive statements” and “bad faith bargaining.” [[NLRB, Case No. 07-CA-051790](#)]
- **2011: Firm shared tips to stay “Union Free.”** Dickinson Wright helps companies bust unions – a 2011 slideshow presented by the company (while Miles was at the firm) provided companies tips to “**Remaining Union Free.**” [[Slide Share](#)]



BARNES & THORNBURG

- **2017: Pat Miles’ current law firm, Barnes & Thornburg, boasts about its “union avoidance” practice.**
 - **Miles joined Barnes and Thornburg in May 2017.** “National law firm, Barnes & Thornburg LLP, added former U.S. Attorney Patrick Miles Jr. to its Grand Rapids office, where he will focus his practice on corporate compliance, investigations, monitorships and business transactions [[Barnes & Thornburg](#)]

- **Barnes & Thornburg brags about its “union avoidance” practice – helping “hundreds” of companies fight-off the UAW, among other unions.** “A union flyer was posted on one of your facility’s employee bulletin board last night. What should you do next? Fortunately, you don’t have to know the answer -- because we do ... Our team has also helped companies avoid hundreds of campaigns across the country, including **UAW**, Steelworkers, Teamsters, CWA, IBEW, UFCW, UNITE-HERE, IAM, AFTRA, SEIU, The Laborers, GMPP, Sheet Metal Workers, 1199, just to name a few.” [[Barnes & Thornburg](#)]



The screenshot shows a website header for Barnes & Thornburg LLP with navigation links: ABOUT US, PEOPLE, SERVICES, RESOURCES, EVENTS. Below the header is a section titled "UNION AVOIDANCE" with the following text:

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2018: Barnes & Thornburg is currently representing Ohio transmission company in bad-faith bargaining case against UAW. Miles’ current law firm, Barnes & Thornburg, is representing an Ohio manufacturer of auto transmissions, Transtar Industries, Inc., in a NLRB case brought by the UAW alleging bad faith bargaining. [[NLRB, Case No. 0-CA-206978](#)]

VARNUM LLP (1991-2006)

- **1999: Varnum represented Keller Die Cast, in Grand Rapids, in its attempt to challenge the results of a UAW certification election.** “A hearing was conducted on those objections and the hearing officer prepared a report and recommendation to the Board suggesting that all objections be overruled and that a certificate of representation issue. Despite the hearing officer's determinations, Keeler refused to bargain with the UAW,” according to an appeals court opinion. [[Keller Die Cast v. UAW AFL CIO, Decided 7/8/99](#)]
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BARNES & THORNBURG (2017-PRESENT)

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