



101

Labor Relations

Antony Bonavita, CVE
EVP, Chief Venues and Development Officer
Rock Entertainment Group/Rocket Arena

Labor Relations
June 2026

Action Item Form



Venue Management School

December 2021

MY ACTION ITEMS

Year 1

Name: _____ Class: _____

Use this form to record one or two items that you can take action upon that are inspired by the presentations and courses. Your completed Action Items form will then serve as a follow-up "TO DO" list for when you return to your venue.

101 Labor Relations Antony Bonavita

102 Event Management Cheryl Swanson

103 Managing Human Resources 1 Kerry Painter

104 Booking & Scheduling Michael Marion

105 In House vs Contract Services Eric Hart



Don't forget to
make notes on your
Action Item Form

What to Expect with Labor Relations

Key topics, foundations, and practical discussion points

- Understand the Development of Labor Relations
- Development of Unions and How Unions Were Formed
- Collective Bargaining
- Art of Negotiations
- The Impact of the Pandemic

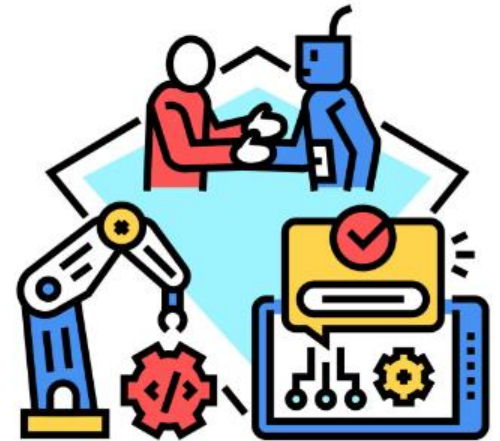
PARTICIPATE

ENGAGE



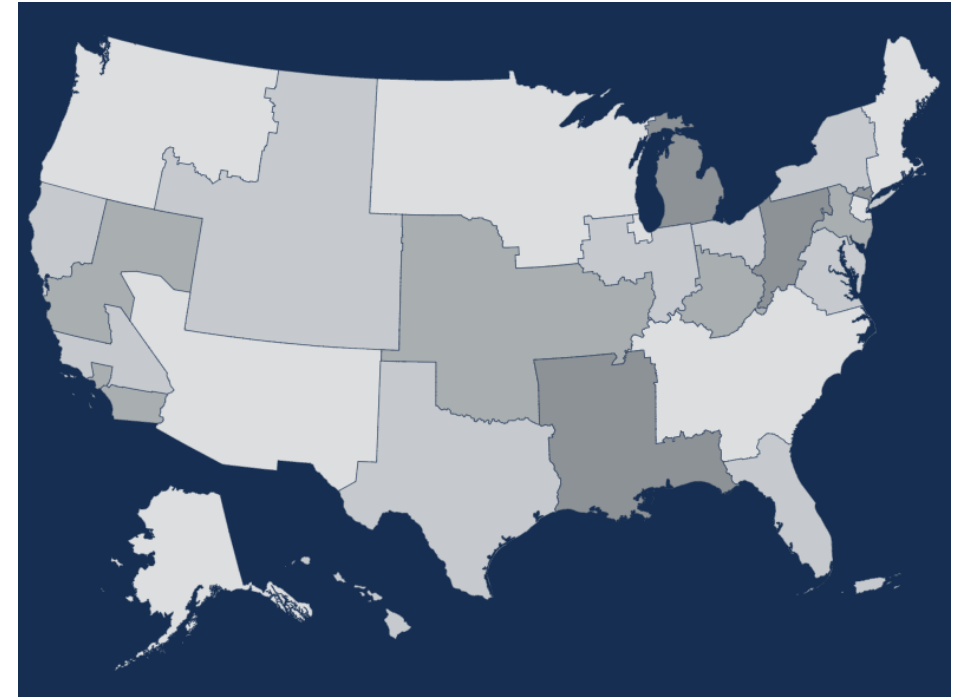
Industrial Revolution Timeline

- **First Industrial Revolution (late 1700s–early 1800s):**
 - steam power, mechanization, and early factories.
- **Second Industrial Revolution (late 1800s–early 1900s):**
 - electricity, steel, rail expansion, and mass production.
- **Third Industrial Revolution (mid-to-late 1900s):**
 - electronics, computers, and early automation.
- **Fourth Industrial Revolution (2000s–present):**
 - connected systems, AI, robotics, IoT, and smart manufacturing.
- **Emerging Fifth Industrial Revolution:**
 - human-centered collaboration between people and intelligent machines, with added focus on sustainability and resilience.



National Labor Relations Act

- 1935 The National Labor Relations Act (Wagner Act) was passed
- PURPOSE: Encourage collective bargaining by protecting workers' full freedom of association
- The NLRA protects workplace democracy



The National Labor Relations Board Regional Map

Unions





Unions and Venue Management

Examples of Union Departments

Union Grievances & Disciplinary Actions

TOPICS COVERED



Grievance clauses



Common threads in grievances



Discipline



Procedures



Labor Relations and Right to Work States

- Federal law allows states to ban union-security agreements (right-to-work states).
- 27 states have right-to-work laws as of 2026.
- These laws do not ban unions or union organizing.
- Workers cannot be forced to join or pay a union as a condition of employment in those states.



Pandemic Impact

- Unions have helped workers secure higher pay, stronger health and safety protections, paid sick leave, and job security after COVID-19.
- COVID-19 vaccine and testing policies became major workplace protection and bargaining issues.
- Today, just over one in nine workers are covered by a union contract.
- Worker demand for remote and hybrid work remains strong in the post-pandemic labor market.



Union Membership Rates (2026)

Updated figures for overall union membership, sector rates, occupations, states, and gender using the latest Bureau of Labor Statistics release.

10.0%

Overall rate

32.9%

Public Sector

5.9%

Private sector

Sector comparison

Public-sector members 7.9M



Private-sector members 6.8M



Public-sector unionization remains more than five times the private-sector rate, while total union membership stands at 14.7 million workers.

Occupation, State, & Gender Snapshot (2026)

Highest occupation rates

Education, training & library 32.5%



Protective service 31.3%



Gender

10.4%

Men

9.6%

Women

Highest state rates

24.8%

Hawaii

21.3%

New York

Lowest state rates

2.3%

South
Dakota

2.5%

North
Carolina

2.7%

South
Carolina

Collective Bargaining Process



Let's Negotiate



The Art of Negotiation – Bargaining Styles

- Be Firm
- Focus on Flexible Issues
- Style (Friendly to keep up the conversation)
- Flexibility
- Emotions



The Five Classic Styles of Negotiation

Competing

- Highly assertive, low on cooperation; focused on “win–lose” outcomes.

Collaborating

- High assertiveness and high cooperation; seeks creative “win–win” solutions.

Compromising

- Moderate assertiveness and cooperation; aims to “meet in the middle.”

Accommodating

- Low assertiveness, high cooperation; prioritizes the relationship over your own outcomes (“I lose, you win”).

Avoiding

- Low assertiveness and low cooperation; sidesteps or delays the negotiation (“I lose, you lose”).

The Two Dollar Game



Two Dollar Game – Group A

You will negotiate with one person from the other group.

Together, you must decide how to divide \$2.00.

Your goal is to get at least \$1.30.

Use one of these negotiation styles: competitive, collaborative, accommodating, or compromising.

Pick the style that feels most natural to you and use it intentionally.

You will have 4 minutes to reach agreement.

Do not share these instructions with the other group.

If you do not reach agreement, both of you get \$0.

GROUP A

Two Dollar Game Debrief



LEADERSHIP

“The greatest leader is not necessarily the one who does the greatest things. He is the one who gets the people to DO THE GREATEST THINGS.”

Ronald Reagan

Action Item Form

Reminder...

Don't forget
to make
notes on your
Action Item
Form.



Venue Management School

December 2021

MY ACTION ITEMS

Year 1

Name: _____ Class: _____

Use this form to record one or two items that you can take action upon that are inspired by the presentations and courses. Your completed Action Items form will then serve as a follow-up "TO DO" list for when you return to your venue.

101 Labor Relations Antony Bonavita

102 Event Management Cheryl Swanson

103 Managing Human Resources 1 Kerry Painter

104 Booking & Scheduling Michael Marion

105 In House vs Contract Services Eric Hart



101

Labor Relations

Antony Bonavita, CVE

EVP and Chief Venues and Development Officer

Rock Entertainment Group/Rocket Arena

Venue Management School – Year 1
June 2026

Thank you!

*Please complete the course
evaluation now.*