

On the Road to Success... Preparing for the Changing NLRB Landscape

Past Details

September 29, 2016
8:30 AM - 10:30 AM MST

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Registration Fee: Complimentary

Credits

CLE1.5*
HRCI1.5
SHRM1.5

Register now for a complimentary breakfast seminar in cities throughout the country on the law and trends affecting union and non-union employers. Learn how your organization can develop best practices to comply with changes in the law.

8:30 – 9:00 AM Breakfast and Registration

9:00 – 10:30 AM Program

Topics include:

THE “QUICKIE ELECTION” RULE AFTER ONE YEAR – effective April 14, 2015, these rules have the Board calling for union elections as soon as two to three weeks after a union petition, as well as earlier, more intrusive access by unions to employee contact information. Find out the impact of the new rules and recommendations and best practices for compliance.

THE NLRB’S NEW APPROACH TO “JOINT EMPLOYER” STATUS, PART ONE – the NLRB broadened the definition of joint employer in *Browning-Ferris* to include employers who *indirectly* impact third party employees’ terms and conditions of employment and made it easier to pull more entities under the “joint employer” canopy. Learn the ins and outs of the new standard and how to determine what compliance approach is best for your organization.

JOINT EMPLOYER STATUS, PART TWO – the NLRB has issued its long-awaited decision in *Miller & Anderson*, finding that temporary employees supplied by a supplier company (who would be less loyal to your company) may be combined with an employer’s regular employees into one bargaining unit without consent, contrary to previous law. Find out how the new rule will apply to your company and your best options for compliance.

CONTINUED SCRUTINY OF WORK RULES/EXPANSION OF PURPLE COMMUNICATIONS – the NLRB continues to scrutinize employer work rules and now the Board’s landmark 2014 decision granting employees access to their employers’ email for union organizing may be expanded. Now the NLRB General Counsel wants the Board to require employee use of employer computers to access Facebook, Twitter, and other social media. Understand how the NLRB reviews employer work rules and

Speakers



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how to write rules that comply with that analysis.

MISCLASSIFICATION OF EMPLOYEES AS INDEPENDENT CONTRACTORS – misclassifying workers can be a violation of numerous state and federal laws and the NLRB General Counsel is pressing to add another. The GC wants to convince the NLRB that an employer's misclassification of an employee as an independent contractor should be considered an independent violation of the National Labor Relations Act. Learn how to comply if the law changes.

*Pending in GA and approved in NY

Contact Us for More Information

Please contact Mollie Latin at [Email](#).

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