

Remaining UNION FREE

A COUNTER ORGANIZING SIMULATION

Preparing Your Team in 2019

SPACE IS LIMITED

Make your reservation today!

April 3 – 4 | Los Angeles

May 21 – 22 | Atlanta

September 23 – 24 | Las Vegas

October 15 – 16 | Chicago

REGISTERING FIVE OR MORE ATTENDEES?

You may wish to consider a cost-effective in-house program specifically tailored for your group. Registration is limited to **four** attendees per company for all 2019 programs.

► *See Back Cover*

With a newly seated Labor Board and a new General Counsel, we are already seeing a sizeable shift in initiatives and priorities, which impacts union organizing. As the Board shifts to the “right,” organized labor is almost certain to reinvigorate organizing efforts in order to protect its market share. In fact, we have already witnessed an uptick in union petition filing, and the win rate for unions in certification elections continues to be historically high. Is your organization prepared?

During our unique simulation, the Jackson Lewis team will walk attendees through a realistic organizing campaign, from initial card signing to election day. As part of the program, we will assist attendees in developing a “break the glass kit,” with effective card-signing communications ready to be utilized in the event of actual organizing activity.

This new program—designed to equip even the most experienced labor practitioners with new and innovative strategies—will enable attendees to develop and implement a labor relations plan that addresses the varied organizing challenges employers may face in 2019. With a focus on pre-petition organizing and card signing, this simulation will provide a new experience for those who have attended previously.

REMAINING

UNION FREE

A Counter-Organizing Simulation

The **UNION FREE simulation program** is designed to challenge even the most experienced labor professionals.

WHO SHOULD ATTEND?

In-house counsel, managers, labor relations and human resource directors, senior executives and business owners. Attendance is limited to high level, experienced attendees. Regardless of your experience with union organizing and elections, this workshop will provide the strategies and tools you need to determine how to respond effectively and aggressively to labor organizing.

DID YOU KNOW?

Union win rates in elections have been at historically high levels over the past several years

More targeted counter-strategies yield results

Trends suggest the continuation of a more highly-focused labor movement

This dynamic, interactive workshop will prepare your team to:

- ▶ Draft and implement a detailed and effective labor relations plan to counter current organizing strategies;
- ▶ Use various tools, including electronic resources, to effectively communicate your message during a campaign;
- ▶ Strategically align job classifications to argue for the most appropriate bargaining unit for the company;
- ▶ Act preemptively in dealing with anticipated changes from a reconstituted NLRB;
- ▶ Identify and develop policy language that does not infringe upon employees' rights to discuss terms and conditions of employment under Section 7 of the NLRA;
- ▶ Respond to difficult and challenging employment issues in the middle of a union organizing drive;
- ▶ Effectively fend off national and international corporate campaigns, including union requests for card check/neutrality;
- ▶ Address NLRB directives allowing union access to your property;
- ▶ Lawfully respond to hand billing and picketing on or near your property; and
- ▶ Address employees' social media use, including blogs, podcasts and YouTube to broadcast messages in support of a union using your organization's own computers.

AGENDA

LABOR UPDATE

Jackson Lewis will provide a labor update summarizing recent changes and preventive strategies, including:

- The status and possible changes to the “quickie” election rule;
- The significant decisions recently issued reversing prior Administration policies and initiatives and recommended strategies in light of these changes, including:
 - *Boeing Company*, Developing a New Approach When Analyzing Workplace Rules and Policies;
 - *Hy-Brad Industrial Contractors, Ltd.*, Adopting a New Joint-Employer Standard of “Direct and Immediate Control;”
 - *PCC Structural, Inc.*, Reversing the Prior Board’s Standard on Determining the Size and Scope of a Bargaining Unit and Reviving the Traditional Community of Interest Standard;
 - *Raytheon Network Centric Systems*, Changing the Standard on an Employer’s Duty to Bargain; and
 - *UPMC*, Changing the Standard on an Administrative Law Judge’s Ability to Accept the Respondent’s Proposed Settlement Over the Objection of a Union or General Counsel.
- The current standard and impact articulated in *Purple Communications Inc.* regarding an employee’s ability to use your computer email system for the purpose of protected activities;
- Where things stand with the joint-employer standard and how the Board’s stance can impact your relationships with temporary staffing companies, vendors and contractors moving forward;
- Labor strategies with regard to various state law initiatives (i.e., right-to-work legislation, public sector collective bargaining, etc.);
- Best practices when responding to unfair labor practices before the Board; and
- Enforceability of class action waivers contained in arbitration agreements.

LABOR SIMULATION

This fast-paced, intense and challenging exercise will aid you in developing a keen understanding and awareness of how you might lawfully respond the first moment you receive notice of union organizing. This exercise will also show you how to strategically structure your organization to avoid the likelihood of smaller micro-bargaining units.

Attendees will learn through thought-provoking scenarios that raise some of the most challenging labor issues that will face employers during a labor organizing drive in 2019. You will create and draft material, direct management teams, and react to employee relations issues, all of which have both a practical and legal impact on the organizing attempt. We will provide you with the tools to prepare for a shortened election cycle; tips on how to use social media and technology to your advantage, and a “break the glass kit” you can quickly implement at your workplace.

Whether you have extensive experience in labor organizing, or have never experienced a union campaign, this conference is beneficial for you and your team.

DAY ONE:

Registration

12:00 – 1:00 p.m.

Labor Update

1:00 – 3:00 p.m.

Labor Simulation

3:00 – 6:00 p.m.

Cocktail Party

6:00 – 7:30 p.m.

DAY TWO:

Breakfast

7:30 – 8:30 a.m.

Labor Simulation

8:30 a.m. – 4:00 p.m.

The UNION FREE simulation program is designed to challenge even the most experienced labor professionals.

Space is limited. Register today.



This workshop will be presented by ED CHEROF, CHAD RICHTER, JONATHAN SPITZ, and MICHAEL STIEF, Principals with Jackson Lewis, who together have presented hundreds of programs over the years to advise organizations like yours that seek to remain union free.

Dates & Locations

April 3 – 4 | Los Angeles

Omni Los Angeles Hotel
251 S. Olive Street, Los Angeles, CA 90012
Phone: (213) 617-3300

*Reduced Jackson Lewis rate: \$209 per night.**

[Click here to book a room at the Omni Hotel.](#)

May 21 – 22 | Atlanta

The Hotel at Avalon
9000 Avalon Blvd, Alpharetta, GA 30009
Phone: (678) 722-3600

*Reduced Jackson Lewis rate: \$299 per night.**

[Click here to book a room at The Hotel at Avalon.](#)

September 23 – 24 | Las Vegas

The Mirage Hotel and Casino
3400 S. Las Vegas Blvd. Las Vegas, NV 89109
Phone: (702) 791-7444

*Reduced Jackson Lewis rate: \$175 per night**

[Click here to book a room at the Mirage Hotel and Casino.](#)

October 15 – 16 | Chicago

Chicago Marriott Downtown Magnificent Mile
540 N Michigan Avenue, Chicago, IL 60611
Phone: (312) 836-0100

*Reduced Jackson Lewis rate: \$379 per night**

**Room reservations are the responsibility of registrants. If the Jackson Lewis room block is full, you can often still book a room outside of the block, but please be sure to ask.*

[Click here to book a room at the Chicago Marriott Downtown Magnificent Mile.](#)

To Register

Visit www.jacksonlewis.com/UnionFree and complete the online form.

IF YOU HAVE FIVE OR MORE ATTENDEES, you may wish to consider a cost-effective in-house program specifically tailored for your group. Registration is limited to **four** attendees per company for all 2019 programs. For details and further information on an in-house program, contact Regan Harrison at Regan.Harrison@jacksonlewis.com.

COST: \$795 per individual attendee

The fees must be paid in full at registration. Jackson Lewis reserves the right to limit attendance or deny registration at its discretion.

Registrants seeking financial aid should contact Adrienne Reiff at Adrienne.Reiff@jacksonlewis.com

Questions about Union Free? Please contact Ramlah Bari at Ramlah.Bari@jacksonlewis.com.

About Jackson Lewis' Labor Practice

Jackson Lewis is a law firm that offers legal advice to employers on the many laws that impact every aspect of an employer's decision and ability to develop and implement a comprehensive preventive labor relations program. • Jackson Lewis has been retained to offer legal advice to many employers who have succeeded in winning NLRB elections or in averting union elections altogether.

• Our labor attorneys have represented clients in thousands of matters before arbitrators, mediators, the National Labor Relations Board, state labor boards, government agencies, and state and federal courts. • On a daily basis, we offer legal advice and counsel to employers regarding corporate campaigns, neutrality agreements, union organizing, protected concerted activity, social media, NLRB elections, contract negotiations, grievance and arbitration proceedings, unfair labor practices, traditional and third party economic activity pressures (such as picketing, banner or hand billing), and public appeals, work stoppages, purchase/sales, reductions and reorganizations, as well as the entire range of pre-and post-hire employee relations issues.

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CLE for Attorneys: This program may qualify for up to 12.75 hours of Continuing Legal Education (CLE) credits, depending on jurisdiction. Jackson Lewis is an accredited provider of CLE in California, Missouri, Nevada, New York, Pennsylvania and Texas.

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The information presented is intended only to be recommendations regarding decision or a course of conduct which employers may consider adopting and implementing. The information should be reviewed by the attendees and may be accepted, rejected, or modified for use with respect to the attendees' supervisors and employees.

The programs are intended to be informational and educational in nature. We will not provide legal advice. Attendees are cautioned to consult with counsel of their choosing.