



20TH ANNUAL **REMAINING UNION FREE**

“Both presenters were very knowledgeable – a 5 out of 5.”

Despite Today's Shifting Labor Market and Increased Employee Expectations



SPECIAL OFFER

Register 1 and get the 2nd HALF OFF!

February 27, 2019

Galt House Hotel
Louisville, Ky.

May 1, 2019

Griffin Gate Marriott Resort & Spa
Lexington, Ky.

Introduction:

- ✔ Do your employees feel they are “falling behind”? Many say “yes”! Upward wage pressures and full employment are increasing employee expectations. Dissatisfaction and impatience make workers more vulnerable to the union “sales pitch.”
- ✔ When will changes come from Washington? Many expected major changes with a new administration in the White House. Yet, legislative efforts have stalled, and changes at the NLRB, US DOL and other key agencies have been slow. What should you expect – and when?
- ✔ What should you do in this confusing legal and labor environment? How can you “union proof” your workforce? Is the NLRB going to continue to stick its nose in your employee handbooks and policies, even if no union is in sight?

- ▶ **8 a.m.** Registration/Continental breakfast
- ▶ **8:30 a.m.** Program begins
- ▶ **Noon** Lunch (provided)
- ▶ **4:30 p.m.** Program adjourns

Agenda Topics

Additional details at kychamber.com/events/union-free/agenda

Most Dangerous and Hopeful Legal Changes – What is Their Status and When Could They be Reversed?

Joint Employers – How to Become a Unionized Employer Without Even Trying

NLRB Interference into Management Decisions (With or Without a Union) – Why You Have to Worry About the NLRB Even Without a Union

NLRB Protections of Employee Use of Social Media – Is There Anything Your Employees Cannot Say on Social Media?

What Union-Friendly Legal Changes Have Been Reversed and What Changes Remain in Effect

Ambush Elections – EMPLOYERS CAUGHT OFF GUARD WILL BE LOSERS!

Winning Ambush Elections – What You Need to Know Before a Petition is Filed

Electronic Union Cards and Internet Organizing – Unions Using Technology, Including Your Company Email, to Organize Your Employees

New Union Organizing Tools – How Unions Use Unconventional Means and Outlandish Promises to Target Your Employees

Union Activity on Your Property – What You Can and Cannot do to Keep Unions Away from Your Workforce

The “Basics” – What Hasn’t Changed.

Analyzing Your Risk – Seeing Your Workplace Through the “Union’s Eyes”

Why attend ...

Many legal rules favoring union organizing remain in effect. Ambush elections, broad “joint employer” rules, and “electric union cards” are just examples. At the same time, upward wage pressures and a tight labor market fuel employee dissatisfaction. Unions are trying to exploit these conditions to increase their membership. This practical seminar will provide the tools to protect your workforce from ambush union organizing and help keep the NLRB from meddling in your personnel policies.

Who should attend ...

- CEOs
- Presidents
- HR Managers
- Plant Managers
- Hospital Administrators
- Supervisors
- Anyone responsible for creating or maintaining your company’s union-free status.

“John was extremely helpful, answering all of my questions. Enjoyed his presentation and interaction with participants.”

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Continuing Education



SHRM Professional Development Credits (PDCs)

The Kentucky Chamber is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.



HRCI recertification

This program has been pre-approved for credit toward PHR, SPHR and GPHR recertification through HR Certification Institute.

CEU/CPE

This program may also be eligible for CEU and CPE credits. Contact your professional board to find out what's required.

Kentucky Chamber Membership

It's not too late to take advantage of the Kentucky Chamber member discount. To learn more about membership, call 502-695-4700 and ask for a membership representative.

Money Back Guarantee

If you are not 100% satisfied with your seminar experience, we will refund your money.

John really captures his audiences attention by using real life situations.

Presenters were informative, energetic, experienced.

What could have been a boring seminar was very interactive and informative. Appreciated examples. Great energy, even when talking law.

John always does a great job.

High energy, fun training, very engaging.

Excellent presentation.

Speakers were very informed and well educated on all matters. Content was very good – something I can share with others.

Very friendly. Presented in a way that was easy to understand and follow along.

Very informative workshop.

Both speakers were very knowledgeable of the topic. Loved how John kept your attention with humor and questions.

Meet the speakers

John T. Lovett, J.D., Frost Brown Todd LLC



John has successfully defended employers in over 70 union organizing campaigns. He recently successfully defended the right of local Kentucky communities to adopt Right to Work laws in the U.S. Sixth Circuit Court of Appeals. The Labor Relations Institute (LRI) annually lists John as one of the "Top 100 Labor Lawyers in the U.S." He is listed in the Best Lawyers in America® and has been named a Kentucky Super Lawyer® for labor and employment law. John is past chair and one of 24 lawyers in the U.S. serving on the Labor Lawyers Advisory Committee for CUE: An Organization for Positive Employee Relations, founded by the National Association of Manufacturers (NAM) to assist its members in staying union free.

Jennifer R. Asbrock J.D., Frost Brown Todd LLC



Jennifer has counseled and represented employers in labor relations and employment law matters for almost 15 years. In addition, Jennifer frequently works with employers to customize and present in-house training programs to educate employees and supervisors about employment laws and workplace policies.

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Registration

 **SPECIAL OFFER:** Register 1 and get the 2nd HALF OFF!

Registration Fees

- \$399 Kentucky Chamber and/or KYSHRM members
- \$499 Non-member

Attendee Information

To process your order, the entire registration form must be complete.

Name _____

Title _____

Company _____

Address _____

City/State/Zip _____

Telephone _____ Fax _____

Email _____

Principal Line of Business _____ Number of Employees _____

*I understand that by providing the phone, fax number and e-mail information above on behalf of the person/company/organization specified above, I am authorized to and hereby consent for the person/company/organization to receive communication by or on behalf of the Kentucky Chamber of Commerce.

Additional Registrants

Name _____

Title _____

Email _____

Name _____

Title _____

Email _____

Name _____

Title _____

Email _____

Name _____

Title _____

Email _____

Location and Lodging

- February 27, 2019** (81185)
Galt House Hotel
140 N. 4th Street, Louisville, Ky. 40202
Ph: 502-589-5200
Room Rate: \$139* | Hotel Room Cutoff Date: January 27, 2019
- May 1, 2019** (81205)
Griffin Gate Marriott Resort & Spa
1800 Newtown Pike, Lexington, Ky. 40511
Ph: 800-228-9290 or 859-231-5100
Room Rate: \$160* | Hotel Room Cutoff Date: April 10, 2019

When contacting hotel for lodging, please specify that you are with the Kentucky Chamber of Commerce's Remaining Union-Free Seminar to receive the discounted rate.

**The advertised Kentucky Chamber room rate cannot be guaranteed after the cutoff date.*

Payment

- Bill me. PO# (not required) _____
 - Check enclosed (payable to Kentucky Chamber of Commerce).
 - Charge. VISA MC American Express
- Card # _____
- Exp. date _____ Security code _____
- Name on card _____
- Signature _____

Cancellations/Substitutions

Cancellations must be made no later than five business days prior to the program for a full refund. After this date, no cash refunds will be granted. Substitutions are welcome. Special accommodations made upon request.

IMPORTANT NOTE:

Registration is limited to management personnel of business organizations only. Company identification is required. The Kentucky Chamber of Commerce reserves the right to refuse participation in the program to anyone other than a management representative.