



21ST ANNUAL **REMAINING UNION FREE**

“Practical information with real world examples.”

2020 – The best of times or the worst of times? What should you expect?



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

April 8, 2020
Griffin Gate Marriott Resort & Spa
Lexington, Ky.

Introduction:

- ✓ 64% of Americans now view unions favorably.
- ✓ Record low unemployment is increasing worker expectations and making them more willing to take risks.
- ✓ Will recent improvements in labor laws be reversed as political winds change?
- ✓ Find out how to protect your workforce in a changing legal and labor climate.

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

Agenda

The legal climate is changing fast, but will it last?

- Right-to-work,
- Reversal of broad “joint employer” definition,
- Reversal of NLRB “Ambush” election procedures,
- Restoration of employer control over email, etc.

Legal changes are creating a more favorable environment for employers. Which of these changes are likely to last? Which depend on the outcome of 2020 elections?

Changes to NLRB Rules on Employee Handbooks and Workplace Investigations. What should go in and what should stay out of your personnel policies.

Social media, electronic union cards, internet organizing – how unions use technology to reach your employees and attack you.

Union activity on your property – Know how to protect your rights.

The “Basics” – What hasn’t changed.

Analyzing your Risk – See your employees through “union eyes.”

Why attend ...

Unions aren’t going away. Ironically, strong economies often present unions with new organizing opportunities as employee expectations go up and job security concerns go down. The legal climate has improved for employers, but these changes may be short lived. This practical seminar will help you protect your workforce from a union “sales pitch.” It will position you to take advantage of new changes in NLRB rules governing day-to-day issues like the application of personnel policies and rules for workplace investigations. Avoid legal surprises and missed opportunities. Gain a realistic appraisal of your union risk and how to minimize it.

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.”

Learn more

www.kychamber.com/events/education/union-free

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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.

Full of knowledge. Great speakers!

Solid material. Very advanced information.

Good content, both good speakers.

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.

Brice Smallwood, J.D., Frost Brown Todd, LLC



Brice has helped employers manage union risks in the aluminum, energy, metal fabricating, chemical, packaging, entertainment, consumer products, and construction sectors. He is co-author of Frost, Brown, Todd's legal advisory, NLRB: Employers can bar nonemployee access to their facility's "public space" for promotional or organizational activity," as well as articles on data privacy and the legal implications of the use of artificial intelligence in the workplace. Brice is a Magna Cum Laude graduate of the University of Cincinnati College of Law, and Morehead State University.

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Registration

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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

- April 8, 2020** (81249)
Griffin Gate Marriott Resort & Spa
1800 Newtown Pike
Lexington, Ky. 40511
Ph: 800-228-9290 | 859-231-5100
Room Rate: \$160* | Hotel Room Cutoff Date: March 17, 2020

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.