



# 22ND ANNUAL **REMAINING UNION FREE**

“ Practical information with real world examples.”

2022 – In the New Labor Market



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

July 21, 2022 – Griffin Gate Marriott Golf Resort & Spa – Lexington

## Introduction:

- ✓ The legal environment is rapidly backing Big Labor.
- ✓ 64% of Americans now view unions favorably.
- ✓ Labor shortages and inflationary pressures favoring union organizing.
- ✓ Find out how to protect your workforce in a changing legal and labor climate.
- ✓ Learn why the new Board and General Counsel have a more aggressive agenda than ever before...

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

## Agenda

- Impact of the new NLRB Majority.
  - Return of labor law enforcement designed to enhance union organizing.
  - Broad “joint employer” definition.
  - Return of NLRB “Ambush” election procedures, and “micro-units,” etc. Which changes are already here? Which are likely to come? How fast?
- New General Counsel’s Aggressive Agenda
  - Prohibiting captive audience meetings (looking for test case to take to Board!)
  - Urging Board to reinstate Joy Silk doctrine (i.e., card-check replaces secret-ballot elections)
  - Seeking increased backpay awards with new monetary components
  - Less flexibility in settlement agreements
- Union organizing in the wake of COVID-19.
  - New sources of employee dissatisfaction and distrust.
  - Pressure on wages and available labor pool.
  - NLRB procedural changes (e.g., mail ballot elections). How they impact employers.
- 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, “virtual meeting,” 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.
- “Protected concerted activity” – NLRB regulation of your workplace without unions.
- The “Basics” – What hasn’t changed.
- Analyzing Your Risk – See your employees through “union eyes.”

## Why attend ...

Unions may be below many employers’ “radar,” but they aren’t going away. Labor shortages and inflation pressures create favorable conditions for union organizing. Post-Covid discontent lingers in many workplaces. Changes in labor law enforcement will catch uninformed employers off guard. This practical seminar will help you protect your workforce from the union “sales pitch.” It will prepare you for changes in NLRB enforcement governing day-to-day issues like the application of personnel policies and rules for workplace investigations. Gain a realistic appraisal of your union risk and how to minimize it. Be ready when the General Counsel’s aggressive initiatives come to fruition.

## 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](http://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 from Frost Brown Todd, LLC

Jennifer R. Asbrock, J.D.



John T. Lovett, J.D.



Brice Smallwood, J.D.



Speaker bios available at [www.kychamber.com/events/education/union-free/speakers](http://www.kychamber.com/events/education/union-free/speakers)

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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

**July 21, 2022** (81461)  
**Griffin Gate Marriott Golf Resort & Spa**  
1800 Newtown Pike  
Lexington, Ky. 40511  
Ph: 800-228-9290 or 859-231-5100  
Room Rate: \$139  
Cut-off date: June 29, 2022

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.