



23RD ANNUAL

REMAINING UNION FREE

“Practical information with real world examples.”

2023 – In a New Legal and Pro-Union Environment



SPECIAL OFFER

Register 1 and get the 2nd HALF OFF!

July 20, 2023 — Griffin Gate Marriott Golf Resort & Spa — Lexington

Introduction:

- ✓ Union organizing petitions rose 53% in 2022 and continue to climb.
- ✓ NLRB Charges against employers are up 16% so far in 2023.
- ✓ NLRB recently outlawed employer use of confidentiality and non-disparagement agreements. Other NLRB decisions applying to employers without unions are pending.
- ✓ Gallop polls from late 2022 reveal that 77% of Americans aged 18 to 34 approve of unions; the overall approval from all age groups combined is 71%—the highest rating of labor unions since 1965.
- ✓ Labor shortages and inflationary pressures are favoring union organizing.
- ✓ NLRB General Counsel seeks to impose unions without employees getting a secret ballot vote.

- » 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, “micro-units,” etc.
 - Which changes are already here? Which are likely to come? How quickly?
- **New feature:** Interactive role plays provide practical experience with avoiding and responding to union threats.
- NLRB General Counsel's Aggressive Agenda
 - Prohibiting captive audience meetings (currently litigating issue in test cases before NLRB!)
 - 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
- Changes to NLRB Rules on employee handbooks, severance agreements, and workplace investigations. What should go in and what should stay out of your personnel documents!
- 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 with and without unions.
- The “Basics” – What hasn't changed.
- Analyzing Your Risk – See your employees through “union eyes.”

Why attend ...

Employers are seeing the most aggressive push to unionize Americans in decades. Union organizing petitions were up over 53% last year and are still rising. The NLRB is focusing its regulatory power on employers with and without unions to help unions gain new members and restrict employers' right to govern their workplaces where there is no union. This practical seminar will help inform you on how to protect your workforce from the current wave of union organizing and NLRB regulation. It will prepare you for changes in NLRB enforcement governing day-to-day issues like the application of personnel policies and severance packages. Gain a realistic appraisal of your union risk and how to minimize it. Be ready when the NLRB's 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

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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.



Speaker bios available at www.kychamber.com/events/education/union-free/speakers



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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 20, 2023 (81525)

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 27, 2023

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.