

Maintaining a Competitive, Union-Free Workplace in a New Hostile “Labor Board” Environment

Training & Development



ERA—Cincinnati Office

Friday, February 24, 2012

8:30 a.m. - 12:30 p.m.

\$110.00 Member

\$155.00 Nonmember

To register:

Email: training@hrxperts.org

Call: 513.679.4120

Employers Resource Association

1200 Edison Drive
Cincinnati, OH 45216-2276
Phone: 513.679.4120
Fax: 513.679.4139
Toll free: 888.237.9554
training@hrxperts.org
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Why Attend?

In 2012, private sector employers who desire to stay union-free will face the most hostile labor laws since the 1950s. New “ambush” union election rules and the union’s right to carve up a workforce for purposes of organizing employees are some of the challenges employers may face.

Protect your direct relationship with your employees by registering for this cutting edge program.

How the new rules will affect your company’s response to union organizing activity.

- “Ambush” union elections.
- “Micro-Units” – The union chooses, so the employer loses.
- The “Key” to staying union-free in this new hostile environment.

Ambush Elections – The Devil is in the details.

- What has changed? What hasn’t?
- The old timetable vs. the “ambush” election rule.
- Remaining uncertainties for employers.

Winning Ambush Elections.

- Why old strategies will need to be revisited and changed.
- What will work now.
- Creating an “early warning system”.
- Preparing your “Swat Team” for immediate response.
- Seizing the legal advantage.
- “Winning” by avoiding ambush elections.

Understanding “Beachhead Unions”

- What are “units appropriate for collective bargaining”?
- Who decides and when? Why does it matter?
- “Appropriate units” before and after *Specialty Healthcare*.
- “Micro” bargaining units - why isn’t smaller better?

Impact of “Beachhead Unions”

- How unions will use the new appropriate unit rules to organize.
- Why “Beachhead unions” can increase the union “win” rate.
- Groups likely to be targeted for “Beachhead unions”.
- How “Beachhead unions” spread to the rest of the workforce.
- How to thwart a “Beachhead union” assault before the union lands at your doorstep.

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Jeffrey Shoskin, a member of Frost Brown Todd LLC, has represented employers in all phases of private and public sector employment and labor relations matters for over 26 years. He has served as lead counsel in state and federal court litigation as well as before various administrative agencies and boards. Jeff has represented clients in collective bargaining negotiations, unfair labor practice proceedings, and arbitration proceedings. Additionally, he provides in-depth counseling on various topics, including the FMLA, ADA, wage/hour, discrimination, harassment, and discipline/discharge. He assists clients in drafting employee handbooks, employment forms, and confidentiality, non-compete, employment, and separation agreements.

He has been recognized by his peers for inclusion in "The Best Lawyers in America" publication. He also has been selected as an Ohio Super Lawyer and is a Fellow of the American Bar Foundation (election is limited to 1/3 of 1% of all lawyers in America). He has received the highest rating available through the only national attorney rating service. Jeff graduated, with honors, from the Temple University School of Law and Grove City College. He is the former chair of the Cincinnati Bar Association's ("CBA") Labor & Employment Law Committee and was the 2007-2008 President of the CBA. Jeff also is on the Executive Committee of the Potter Stewart American Inn of Court. He is co-author of the chapter "Defenses to Wrongful Discharge Claims" in the book entitled, "Litigating Wrongful Termination Claims".

Participant(s) _____

Company: _____

Mailing Address: _____

Authorized by: _____

Phone Number: _____

E-mail: _____

(*Pre-payment is required for non-members.)

_____ Earlybird Discount _____ Group Discount

Member Discounts:

Register three or more people at least 14 calendar days prior to the program to qualify for a **5% Group Discount**. Members who are paying 14 calendar days prior to the program may also take a **5% Early-bird Discount**.

Credit Card Information: We accept company credit cards only.

Name (as it appears on card): _____

Card Number: _____

Expiration Date: _____

Billing Address: _____

Mail or fax to:

Employers Resource Association
1200 Edison Drive
Cincinnati, OH 45216-2276

(513) 679-4139 (FAX)

