

# DATE, TIME, & LOCATION

## DATES & TIMES:

April 23, 2009 1:00 p.m. – 4:00 p.m. MST (*Half day*)

April 24, 2009 8:00 a.m. – 4:30 p.m. MST (*Full day*)

## LOCATION:

The Phoenician  
6000 E. Camelback Road  
Scottsdale, AZ 85251  
800-888-8234

**COST PER COMPANY:** \$150 for first registered participant  
\$125 for second registered participant  
\$100 for third registered participant  
Additional participants - Complimentary

*Registration open only to corporate HR and legal personnel.*  
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20% Discount to National or Local SHRM Members  
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# REGISTRATION

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Please complete form and forward  
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Jacquelyn Baczynski  
Steptoe & Johnson LLP  
201 E. Washington Street, Suite 1600  
Phoenix, AZ 85004

-or-

events@steptoe.com  
Phone: 602-257-7708  
Fax: 602-257-5299

Register online at [steptoe.com](http://steptoe.com)

Steptoe & Johnson LLP  
201 E. Washington Street, Suite 1600  
Phoenix, AZ 85004

# STEPTOE & JOHNSON LLP



## Sixth Annual Labor Relations Conference

Presented by Steptoe & Johnson LLP  
& the Arizona SHRM State Council

The Phoenician  
April 23-24, 2009

# WHAT YOU WILL LEARN

We have a new Democratic administration in power—one that will be much more accommodating to organized labor. The new NLRB Chair is a former Teamsters attorney. The new Secretary of Labor told the press in December, "I'll work to strengthen our unions." Multiple bills aimed at accomplishing pro-labor objectives, including the Employee Free Choice Act, are working their way through Congress. The SEIU has promised to devote \$85 million to an "EFCA Accountability War Chest." *The New York Times* reported that "union growth in 2008 was the largest in 25 years." Coming days will bring a significant adjustment in the balance of power between unions and management. Our Conference this year will be focused on those adjustments — as well as the need for you to react in an efficient, timely, and lawful manner.

# AGENDA

## THURSDAY, APRIL 23, 2009

**1:00 p.m. - 4:00 p.m.** Basic Course in NLRA Law and Procedure

## FRIDAY, APRIL 24, 2009

- 8:00 a.m. - 8:45 a.m.** Registration & Breakfast
- 8:45 a.m. - 8:50 a.m.** Welcome by SHRM
- 8:50 a.m. - 9:00 a.m.** Introduction to Program
- 9:00 a.m. - 9:30 a.m.** Annual Review of Most Important Labor Law Decisions
- 9:30 a.m. - 10:00 a.m.** NLRB Decisions Likely to Be Overturned by New Board
- 10:00 a.m. - 10:15 a.m.** Break
- 10:15 a.m. - 11:45 a.m.** What's On Congress' Labor/ Employment Agenda
- 11:45 a.m. - 1:00 p.m.** Luncheon with Dr. Arin Reeves
- 1:00 p.m. - 1:30 p.m.** Managing the Disgruntled Employee
- 1:30 p.m. - 2:15 p.m.** Preparing for EFCA - Learning from Canada
- 2:15 p.m. - 2:30 p.m.** Break
- 2:30 p.m. - 4:00 p.m.** What Employers Are Doing Now to Prepare for the Coming Union Push
- 4:00 p.m. - 4:30 p.m.** Questions & Answers
- 4:30 p.m.** Adjournment

# LUNCHEON SPEAKER:

**Arin N. Reeves, J.D., Ph.D.**, is the Founder of The Athens Group, Inc., a diversity solutions firm, and she is an adjunct professor at Northwestern University in Chicago, as well as a member of the ABA Presidential Advisory Council on Diversity. She will be speaking on "Diversity and Inclusion in the New Millennium: The Next Generation of Strategies and Solutions."

# SPECIAL PRESENTERS:

- Matt Antonek**  
Executive Director, Labor Relations, Verizon Wireless
- Michael Brad Bayless, Ph.D.**  
Arizona Psychologist
- Rebecca Collins**  
Associate General Counsel, General Dynamics C4 Systems, Inc.
- Ronald Cooper**  
Former General Counsel, EEOC
- Mark Corcoran**  
Senior Director of Employee & Labor Relations, The Home Depot, Inc.
- Vicky Dodson**  
Director of Labor Relations, Wal-Mart Stores, Inc.
- Michael Sherrard**  
Sherrard Kuzz, Toronto

# STEPTOE & JOHNSON LLP SPEAKERS:

- James Bonham • Lawrence Katz**
  - Mark Kisicki • Stephanie Quincy**
  - Steven Wheelless • Thomas Stanek**
  - Alan Bayless Feldman**
- James Bonham is the Managing Director of Steptoe's Government Affairs and Public Policy Group, and he represents the interests of numerous companies in matters before Congress. The other attorneys are members of the firm's Labor Relations and Employment Group, with 14 Phoenix attorneys who practice in that area. They represent employers throughout the country in employment litigation, union avoidance, union elections, decertifications, and all related NLRB and judicial proceedings. They also negotiate collective bargaining agreements and arbitrate grievances. Our attorneys have

won numerous precedent-setting NLRB and appellate cases. Lawrence Katz successfully argued the seminal case of *Bill Johnson's Restaurants v. NLRB* in the US Supreme Court, which established an employer's right to sue a labor union for defamatory statements made during otherwise protected activities, such as picketing or strikes. The Steptoe attorneys also have substantial experience representing employers in class actions, trade secret and restrictive covenant cases, and employment discrimination suits, including related tort and contract claims. They have litigated numerous jury trials and class actions and have frequently provided training and counseling on sexual harassment, equal employment law, employee privacy, wage and hour matters, and the FMLA. Ronald Cooper, EEOC General Counsel from August 2006 - January 2009, has rejoined the firm as a partner in its Washington, DC office.

# SPONSORS:

**Arizona Society for Human Resources Management (SHRM)**

The Arizona SHRM State Council serves the needs of the human resources management professional by providing the most essential and comprehensive set of resources available. In addition, the Society is committed to advancing the human resources profession and the capabilities of all human resources professionals to ensure that HR is an essential and effective partner in developing an executive organizational strategy.

**Steptoe & Johnson LLP**

With more than 500 attorneys, Steptoe & Johnson LLP provides counsel and representation in a wide range of legal fields. In more than 60 years of practice, the firm has gained a national and international reputation for vigorous representation of clients before governmental agencies, successful advocacy in litigation and arbitration, and creative and practical advice in guiding business transactions. The firm has offices in Washington, New York, Chicago, Phoenix, Los Angeles, Century City, London, and Brussels. Attorneys in our Phoenix office represent numerous and diverse clients in labor relations and employment matters. Represented client industries include aerospace, electronics, retail, service, hospitality, manufacturing, health care, and construction.