

DATE, TIME, & LOCATION

DATE: Wednesday, May 2, 2007

TIME: 8:00 am – 4:30 pm

LOCATION: Four Seasons Resort - Scottsdale at Troon
10600 East Crescent Moon Drive
Scottsdale, AZ 85262
480.515.5700

COST PER COMPANY: \$150 for first registered participant
\$120 for second registered participant
\$100 for third registered participant
Additional participants - Complimentary
[Registration open only to corporate HR and legal personnel.]

Please make checks payable to: Steptoe & Johnson LLP.

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

-or-

jlundberg@steptoe.com
Phone: 602.257.7719
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STEPTOE & JOHNSON LLP



Fourth Annual Labor Relations Conference

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

Four Seasons Resort - Scottsdale at Troon
Wednesday, May 2, 2007
8:00 a.m. – 4:30 p.m.

WHAT YOU WILL LEARN

A recent headline in the *Arizona Republic* read, "Union Membership in Arizona Rose 36% last year." Will your company be the next target? How can you lawfully respond to union organizing? You will leave this seminar with a greater understanding of new and emerging labor relations issues. You will get up-to-date and practical information from experienced labor relations professionals. The speakers in this Conference have spent many years working with companies that wish to remain union-free. In this Conference they will share their experiences and expertise with you.

AGENDA

- 8:00 a.m. - 8:45 a.m. Registration, Continental Breakfast
- 8:45 a.m. - 8:50 a.m. Welcome to Program
- 8:50 a.m. - 9:00 a.m. Introduction to Program
- 9:00 a.m. - 9:45 a.m. Annual Review of Most Important NLRB Decisions
- 9:45 a.m. - 10:15 a.m. Employee Use of E-Mail and Internal Publications to Discuss Unions
- 10:15 a.m. - 10:30 a.m. Break
- 10:30 a.m. - 11:00 a.m. Staying Union-Free at Snap-on Tools Corporation
- 11:00 a.m. - 11:45 a.m. How General Dynamics Avoided the Teamsters
- 11:45 a.m. - 12:45 p.m. Luncheon Address by the Honorable Ronald Cooper, EEOC General Counsel
- 12:45 p.m. - 1:00 p.m. Break
- 1:00 p.m. - 1:45 p.m. Neutrality Agreements: Pro's & Con's
- 1:45 p.m. - 2:15 p.m. Recent Union and NLRB Activities in Arizona
- 2:15 p.m. - 3:00 p.m. Labor Law 101: Break-out Sessions (Choose One)
- A. Basic NLRA Law for New Managers
 - B. How the NLRB Works: "R" & "C" Cases
- 3:00 p.m. - 3:15 p.m. Break
- 3:15 p.m. - 4:00 p.m. Creative HR Policies Aimed at Keeping Unions Away
- 4:00 p.m. - 4:30 p.m. Questions and Answers
- 4:30 p.m. Adjournment

LUNCHEON SPEAKER:

"Enforcement Priorities at the EEOC" will be presented by the Honorable Ronald Cooper, EEOC General Counsel. Mr. Cooper was sworn in August 11, 2006, to a four-year term as General Counsel of the Equal Employment Opportunity Commission. He was nominated by the President on March 27, 2006, and unanimously confirmed by the Senate on July 26, 2006. Mr. Cooper most recently was employed as a partner in the Washington DC office of Steptoe & Johnson LLP, where he practiced employment litigation for over 34 years.

SPECIAL PRESENTERS:

Denise Walden is the Human Resources & Safety Manager at the Olive Branch Velocity Center of Snap-on Tools Corporation. She has over 35 years of experience handling HR initiatives as well as implementing Security & Safety programs. Ms. Walden currently serves on the Board of Directors for CUE, Inc., an organization that promotes positive employee relations and is a member of the Northwest MS Chapter of SHRM.

John Funk is the Stryker Operations Manager for General Dynamics Land Systems in Fort Lewis, Washington. During the fall 2006 organizing drive by the Teamsters, Mr. Funk presented employee educational programs regarding unionization and the Teamsters Union. After a multi-week campaign the Teamsters withdrew their RC Petition.

STEPTOE & JOHNSON LLP SPEAKERS:

Larry Katz · Mark Kisicki · Steve Wheelless
Stephanie Quincy · Tom Stanek

These attorneys are all members of the firm's Labor Relations and Employment Group, with 12 Phoenix attorneys who practice in that area. They represent employers throughout the country in all matters arising under the NLRA including union avoidance, union elections, decertifications, and all related NLRB and judicial proceedings. They also negotiate collective bargaining agreements and arbitrate grievances. Larry 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. These 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, as well as the FMLA.

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 a national reputation for vigorous representation of clients before governmental agencies, exceptional advocacy in litigation, and creative and practical advice in guiding business transactions, Steptoe & Johnson LLP has more than 450 attorneys in its Washington, New York, Chicago, Phoenix, Los Angeles, Century City, London, and Brussels offices. 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, and construction.

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