

DATE, TIME, & LOCATION

DATE: Friday, April 11, 2008

TIME: 8:00 a.m. – 4:15 p.m.

LOCATION: The Phoenician Resort & Spa
6000 E. Camelback Road
Scottsdale, AZ 85251
800.888.8234

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.

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-or-

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STEPTOE & JOHNSON LLP



Fifth Annual Labor Relations Conference

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

The Phoenician Resort & Spa
Friday, April 11, 2008
8:00 a.m. – 4:15 p.m.

WHAT YOU WILL LEARN

2008 may, for a while, be the last year for a Republican President—and a Republican-dominated NLRB. The Democrats already control Congress. Democratic candidates for President, supported and financed by labor unions, are now capturing the attention of the American voter. If one of them becomes President, the composition of the NLRB will change, and with it the balance that has been achieved between labor and management over the last eight years. Unions are preparing for those events, with new organizing tactics, new appeals to employees, and new laws being drafted for a Democratic administration. Employers must be prepared as well.

AGENDA

- 8:00 a.m. - 8:45 a.m. Registration, Continental 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. - 9:45 a.m. Annual Review of Most Important NLRB Decisions
- 9:45 a.m. - 10:15 a.m. Sorting Out Protected vs. Unprotected Activity Under the NLRA
- 10:15 a.m. - 10:30 a.m. Break
- 10:30 a.m. - 11:30 a.m. Responding to a Union Corporate Campaign
- 11:30 a.m. - 12:00 p.m. Legal Actions Against Unions: Defamation and Other Claims
- 12:00 p.m. - 1:00 p.m. Luncheon Address: NLRB Chairman Robert J. Battista
- 1:00 p.m. - 1:30 p.m. Modifying Employment Conditions During a Union Campaign
- 1:30 p.m. - 2:00 p.m. Revisiting Employer Solicitation and E-Mail Policies
- 2:00 p.m. - 2:15 p.m. Break
- 2:15 p.m. - 2:45 p.m. Dealing With Union Salts in the Hiring Process and Beyond
- 2:45 p.m. - 3:45 p.m. Labor Law 101: Break-out Sessions (Choose One)
 - A. Basic NLRA Law for New Managers
 - B. How the NLRB Processes “R” & “C” Cases
- 3:45 p.m. - 4:15 p.m. Questions and Answers
- 4:15 p.m. Adjournment

LUNCHEON SPEAKER:

NLRB Chairman Robert J. Battista will discuss “Latest Developments at the NLRB.” Chairman Battista was appointed by President Bush in 2002. Before that, he practiced employment and labor relations law in Michigan, representing companies, multi-employer associations, public employers, and educational institutions.

SPECIAL PRESENTERS:

Daniel G. Murphy is Corporate Counsel and Director of Labor Relations for The Wackenhut Corporation. Mr. Murphy will be a panelist discussing union corporate campaigns and tactics that employers are now utilizing to combat these activities. Wackenhut recently filed a racketeering lawsuit against the Service Employees International Union as result of that Union’s corporate campaign.

Dennis Pittman is the Director of Communications for Smithfield, based in Virginia. He will join Daniel Murphy on the corporate campaign panel. Smithfield Foods, Inc. recently sued the United Food & Commercial Workers Union over its extortionate corporate campaign. The suit alleges that the Union has threatened substantial harm to Smithfield’s business unless the company agrees to recognize the Union as the bargaining representative of its employees without an NLRB election.

STEPTOE & JOHNSON LLP SPEAKERS:

**Larry Katz • Mark Kisicki • Steve Wheeless
Stephanie Quincy • Tom Stanek • Alan Feldman**

These attorneys are 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 labor-related RICO actions, union avoidance, union elections, decertifications, and all related NLRB and judicial proceedings. They also negotiate collective bargaining agreements and arbitrate grievances. Larry 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.

Our attorneys have won several precedent-setting NLRB cases, including decisions removing supervisors from bargaining units (Allied Waste), and decisions establishing an employer’s right, during a union campaign, to place visiting executives on-site to campaign side-by-side with local managers, and the right to limit union activities in common-use leasehold areas (Wal-Mart). These six 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.

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 450 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.