

SURVEYING THE NEW LABOR LAW LANDSCAPE: A ROCKY ROAD AHEAD

2015 is another year for groundbreaking new decisions and rules from the National Labor Relations Board. Not only does the “quickie election” rule go into effect on April 14th, but the Board has also continued to redefine workplace law in other significant ways. Are you prepared? Is your company in compliance?

To educate our clients and friends about these developments, Jackson Lewis will offer “Surveying the New Labor Law Landscape: A Rocky Road Ahead” in various cities throughout the country. We will discuss the law, trends and recommendations for employer consideration.

TOPICS TO BE COVERED INCLUDE:

THE NEW “QUICKIE ELECTION” RULES – Effective on April 14th, these rules call for, among other significant changes, union elections which could be within two or three weeks of a union petition, as well as earlier, more detailed access by unions to employee contact information. Limited employer opportunity to lawfully communicate factual information about unionization and greater access by unions to employees will make it easier for unions to organize unprepared union-free and partially unionized employers.

EMPLOYEE USE OF EMPLOYER EMAIL TO ORGANIZE – The NLRB has decreed that employers who allow employees to use their email systems must allow them to use the same systems for personal use (including union organizing and other protected concerted activity) on their non-work time. Does your policy comply? Can employee email use be restricted?

NEW DEFINITION OF “SOLICITATION” – Most companies with solicitation rules enforce them in a way that is no longer lawful. When does “solicitation” actually occur in the Labor Board’s view and how does that impact current employer rules?

“MADE-TO-THE-UNION’S-ORDER” BARGAINING UNITS – The NLRB continues to permit unions to organize employees in small, easier-to-organize bargaining units, increasing unions’ chances of winning elections. Are these options?

THE BOARD’S ACTIVIST APPROACH TO THE “JOINT EMPLOYER” ISSUE – Several unfair labor practice complaints have been issued against a national fast food franchisor in cases where the alleged unlawful conduct actually was taken by a franchisee. Will the Board take the next step and (in connection with the Browning-Ferris Industries case pending before it) formally liberalize the “test” for determining whether two entities are joint employers for purposes of, for example, unfair labor practice liability? Would your organization be affected by such a decision?

PROTECTED CONCERTED ACTIVITY – Whether in connection with social media sites, conduct in the workplace or the wording of employee handbooks and HR policies, the NLRB’s laser-like focus on expanding employee Section 7 rights makes business-as-usual a risky approach. Is the NLRB General Counsel’s just-issued memorandum on rules and policies a roadmap for the unwary employer?

NEW DEFERRAL STANDARDS – Does your organization’s collective bargaining agreement contain language that enhances the possibility that an arbitrator—and not the NLRB—will hear unfair labor practice charges alleging unlawful employee discharge?

To register for the
Albany, NY
program, [click here](#).

To register for the
Albuquerque, NM
program, [click here](#).

To register for the
Cincinnati/Dayton, OH
program, [click here](#).

To register for the
Cleveland, OH
program, [click here](#).

To register for the
Portsmouth, NH
program, [click here](#).

FOR ALL OTHER SESSIONS: [CLICK HERE TO REGISTER](#)

Please see the following pages for various dates and locations offered.

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These educational programs are for the clients and friends of Jackson Lewis P.C. • We reserve the right to refuse participation in the program to anyone other than a *bona fide* management representative • Individuals affiliated with union organizations are not eligible for registration
The programs are intended to be educational in nature • The information presented should be reviewed by the attendees and may be accepted, rejected or modified for use by the attendees’ organizations • The attendees are also cautioned to consult with counsel of their choosing

DATES & LOCATIONS

CITY	DATE	TIME	LOCATION
ALBANY	April 16, 2015	7:45AM Registration 8:00–9:30AM Program	Homewood Suites 216 Wolf Road, Albany NY 12205
ALBUQUERQUE	May 28, 2015	10:00AM–5:00PM Program	Sandia Resort and Casino 30 Rainbow Rd., NE Albuquerque, NM
ATLANTA	April 30, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 1155 Peachtree St. N.E., Suite 1000 Atlanta, GA 30309
AUSTIN	May 14, 2015	3:30PM Registration 4:00–6:00PM Program	Jackson Lewis P.C. 816 Congress Avenue, 3rd Floor Bluebonnet Room Austin, Texas 78701
BALTIMORE	May 14, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 2800 Quarry Lake Dr., Suite 200 Baltimore, MD 21209
BOSTON	April 23, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 75 Park Plaza, 4th Floor Boston, MA 02116
CHICAGO	April 28, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 150 North Michigan Ave, Suite 2500 Chicago, IL 60601
CINCINNATI/ DAYTON	May 20, 2015	12:30–4:15PM Program	Great American Ball Park 100 Joe Nuxhall Way Cincinnati, OH 45202
CLEVELAND	May 21, 2015	2:00–5:00PM Program	Jackson Lewis P.C. Park Center Plaza I, Suite 400 6100 Oak Tree Blvd. Cleveland, OH 44131
DALLAS	April 30, 2015	2:00–4:00PM Program	Jackson Lewis P.C. 500 N. Akard, Suite 2500 Dallas, TX 75201
DENVER	April 30, 2015	9:00AM Registration 9:30–11:30AM Program	Jackson Lewis P.C. 950 17th Street, Suite 2600 Denver, CO 80202
DETROIT	May 5, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 2000 Town Center, Suite 1650 Southfield, MI 48075
GRAND RAPIDS	May 4, 2015	11:30AM–1:30PM Program	Jackson Lewis P.C. 61 Commerce Ave Grand Rapids, MI 49503
HARTFORD	April 30, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 90 State House Square, 8th Floor Hartford, CT 06103
HOUSTON	April 30, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 1415 Louisiana Street, Suite 3325 Houston, TX 77002
INDIANAPOLIS	June 4, 2015	8:30AM Registration 9:00–11:00AM Program	Meridian Hills Country Club 7099 Spring Mill Road Indianapolis, IN 46260
JACKSONVILLE	April 29, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 501 Riverside Ave., Suite 902 Jacksonville, FL 32202
KANSAS CITY REGION	May 14, 2015	2:00–4:00PM Program	Overland Park Marriott 10800 Metcalf Ave Overland Park, KS 66210
LAS VEGAS	May 14, 2015	8:00AM Registration 8:30–10:30AM Program	JAMS ADR Services 3800 Howard Hughes Pkwy., 11th Flr. Las Vegas, NV 89169
LONG ISLAND	May 14, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 58 South Service Road, Suite 250 Melville, NY 11747
LOS ANGELES	May 12, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 725 S Figueroa St # 2500 Los Angeles, CA 90017
MEMPHIS	May 12, 2015	8:00AM Registration 8:30–10:30AM Program	The Crescent Club 6075 Poplar Avenue, Suite 909 Memphis, TN 38119
MIAMI	May 6, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. One Biscayne Tower, Suite 3500, Two South Biscayne Blvd. Miami, FL 33131

DATES & LOCATIONS

CITY	DATE	TIME	LOCATION
MILWAUKEE	May 6, 2015	8:00AM Registration 8:30–10:30AM Program	One Plaza East 330 East Kilbourn Avenue, Suite 807 Milwaukee, WI 53202
MINNEAPOLIS	May 22, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 225 South Sixth Street North Country Room Minneapolis, MN 55402
MORRISTOWN	May 14, 2015	8:30AM Registration 9:00–11:00AM Program	Jackson Lewis P.C. 220 Headquarters Plaza East Tower, 6th Floor Morristown, NJ 07960
NEWYORK	April 29, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 666 Third Avenue, 29th Floor New York, NY 10017
NORFOLK	April 29, 2015	8:30AM Registration 9:00–11:00AM Program	Holiday Inn Norfolk Airport 1570 N. Military Highway Norfolk, VA 23502
OMAHA	April 29, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 10050 Regency Circle, Suite 400 Omaha, NE 68114
ORANGE COUNTY	June 18, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 5000 Birch St., Suite 5000 Newport Beach, CA 92660
ORLANDO	April 28, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 390 N. Orange Ave., Suite 1285 Orlando, FL 32801
PHILADELPHIA	May 12, 2015	11:30AM Registration 12:00–2:00PM Program	Jackson Lewis P.C. 1601 Cherry Street, Suite 1350 Philadelphia, PA 19102
PHOENIX	May 12, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 2398 E. Camelback Rd., Suite 1060 Phoenix, AZ 85016
PITTSBURGH	May 15, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. One PPG Place, 12th Floor Conference Center Pittsburgh, PA 15222
PORTSMOUTH	May 5, 2015	8:00AM Registration 8:30–10:00AM Program	Portsmouth Harbor Events and Conference Center 100 Deer Street at 22 Portwalk Place Portsmouth, NH 03801
RALEIGH-DURHAM	May 15, 2015	8:30AM Registration 9:00–11:00AM Program	Jackson Lewis P.C. 3737 Glenwood Avenue, Suite 450 Raleigh, NC 27612
RICHMOND	May 14, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. Two James Center 1021 East Cary Street, Suite 1200 Richmond, VA 23219
SAN DIEGO	May 7, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 225 Broadway, 20th floor, Suite 2000 San Diego, CA 92101
SAN FRANCISCO/SACRAMENTO	May 14, 2015	8:30AM Registration 9:00–11:00AM Program	Jackson Lewis P.C. 50 California Street, 9th Floor San Francisco, CA 94111
SAN JUAN, PUERTO RICO	May 14, 2015	8:30AM Registration 9:00–11:00AM Program	Jackson Lewis P.C. American International Plaza 250 Muñoz Rivera Ave., Suite 404 San Juan, PR 00918
SEATTLE	May 14, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 520 Pike Street, Suite 2300 Seattle, WA 98101
ST. LOUIS	May 13, 2015	10:00AM–12:00PM Program	St. Louis Club 7701 Forsyth Blvd St. Louis, MO 63105
TAMPA	May 4, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. Wells Fargo Center 100 South Ashley Dr., Suite 2200 Tampa, FL 33602
WASHINGTON, D.C. REGION	May 5, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 10701 Parkridge Blvd, Suite 300 Reston, VA 20191
WHITE PLAINS	April 29, 2015	8:00AM Registration 8:30–10:30AM Program	Jackson Lewis P.C. 44 South Broadway, 14th floor White Plains, NY 10601