

“Advice is judged by
results, not intentions”
– Cicero

Employer Webinar Series

▶ **Employee Free Choice Act (EFCA): What Employers Should Know**

Tuesday, June 9, 2009 - 2 p.m. ET / 11 a.m. PT

The Employee Free Choice Act (EFCA) is likely to be the most significant alteration in labor and employment laws in more than 50 years. Labor union officials, faced with record low membership, deem EFCA their top legislative priority in 2009. President Obama and the new larger Democratic majority in the Senate have pledged their support for the EFCA. Unions plan to use the EFCA to significantly increase union representation among private-sector employers in the United States. All non-union employers – and those without fully unionized work forces – should be prepared to address the changes the EFCA will bring. Failure to act now could result in your workplace becoming organized without management ever having the opportunity to inform workers of their rights and of the good reasons for preferring to remain union-free.

Our webinar will provide you with key insights and strategies to prepare your company for the inevitable stealth unionization campaigns to come. We'll provide you an overview of current organizing trends, an analysis of the Employee Free Choice Act and the changes we expect to see in organizing, and a discussion of best practices for employers who wish to remain union-free. We'll also discuss Rapid Response Plans and how you can address vulnerabilities in your workplace. And, just in case worse comes to worst, we will address the EFCA's binding-interest arbitration provisions and how employers can position themselves to avoid a government-mandated labor agreement.

MEET THE PRESENTERS

Jeff Place, partner - Spencer Fane Britt & Browne LLP, practices labor and employment law exclusively on behalf of management, with an emphasis on traditional labor relations and employment litigation. He handles collective bargaining negotiations, arbitrations, counterunion campaigns, and matters before the National Labor Relations Board and other federal and state agencies, in addition to litigating state and federal employment discrimination and wrongful-discharge cases for companies of all sizes.

David L. Wing, partner - Spencer Fane Britt & Browne LLP, represents management in connection with a wide variety of labor and employment issues including union campaigns and elections, unfair labor practice proceedings, discrimination claims and litigation, and consultations to improve employment practices and reduce litigation risks.

This series is brought to you by your Member Firm of United Benefit Advisors – an alliance of nearly 140 premier independent benefit advisory firms and one of the nation's five largest employee benefits advisory organizations – and Spencer Fane Britt & Browne LLP, with offices throughout the Midwest and more than a century of experience providing legal counsel.

Registration and Information

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Online registration is easy. **Simply click on the button above** and register in minutes. You will receive an email confirmation with instructions on how to join the webinar you selected.

Register today and receive a complimentary Executive Summary of the UBA Health Plan Survey – the largest health plan benchmarking survey in the U.S.

FUTURE WEBINARS:

July 14 – Welfare Plan Changes for 2010 -- HIPAA, CHIP, GINA, MHPA and more

August 11 – Electronic Distribution of SPDs and other Participant Communications

September 1 – Employee Wellness Programs -- Nondiscrimination and privacy provisions of HIPAA, COBRA, ADA, ADEA and ERISA.

October 13 – Automatic Enrollment in 401(k) Plans

(All webinars begin at 2 p.m. ET)

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