

Employee Free Choice Act Briefing

Presented by Attorneys:
Mike Buck, Pete Kirsanow
and Joe Gross

November 19, 2008

8:30 A.M. – 10:00 A.M.

House of Blues

308 Euclid Avenue
Cleveland, OH 44114

Continental Breakfast



Don't miss a briefing on the most consequential change in labor law in decades.

Please RSVP by **November 17th** to Megan Thomas at (216) 363-4639 or mthomas@beneschlaw.com.

With the election of a new president, Congress is likely to pass the Employee Free Choice Act (EFCA) in the first 100 days of the new administration. EFCA will produce the most profound change in the labor/employment landscape in 70 years. Due to EFCA's card check union certification provisions, hundreds, if not thousands, of companies will likely be unionized in the first year of EFCA's passage. Many, if not most, of these companies will be required to arbitrate the terms of the first union contract.

Businesses must begin preparing now. Unions have had a head start. In fact, as you read this, a nearby union may be targeting your employees for unionization, if it hasn't already done so. Many

employers fear that filing cabinets in union offices across the country already contain their employees' signed authorization cards—merely awaiting enactment of EFCA.

Benesch's EFCA briefing is a must for employers who prefer to be union-free or who prefer not to have an arbitrator dictate the terms of a collective bargaining agreement. The briefing will review the various provisions of EFCA and what employers must do right now to reduce the chances of unionization. Included in the briefing will be discussions on:

- Card Check
- Mandatory Arbitration
- Enhanced Penalties
- Union Campaigns
- Employee Communications