

## Is Your Company Ready For An Increase In Union Organizing Activity?



## Is Your Company Ready For The Employee Free Choice Act?

### This Federal Legislation Could Be Enacted Early In 2009

President-elect Barack Obama has publicly vowed to fight for the passage of the Employee Free Choice Act early in his Administration. As a U.S. Senator, Mr. Obama co-sponsored EFCA, a piece of legislation that would radically alter long-standing federal laws governing the relationship between labor unions and employers. Among other things, EFCA would

- Eliminate secret-ballot elections in union organizing drives
- Impose binding arbitration when a newly-recognized union and an employer cannot come to terms on an initial labor contract
- Increase penalties for unfair labor practices by employers

All of these measures would benefit labor unions and increase their organizing activities. Given the strong possibility that EFCA will be enacted in 2009, employers should begin preparing now for this dramatic change in federal labor law.

### A Workshop To Help Employers Prepare For The Passage Of EFCA

Carlton DiSante & Freudenberger LLP (“CDF”) will be hosting workshops throughout California in February 2009 to assist pro-active employers in addressing the potential impact of EFCA. Our two-hour workshop will cover the following topics:

- An assessment of the likelihood EFCA will be enacted into law
- A detailed overview of the key provisions of EFCA and their likely impact on unionized and non-unionized employers
- Guidelines and recommendations for steps that employers can implement right now to minimize the damage that could be caused by the passage of EFCA
- A summary of other troubling developments in federal labor law, including the RESPECT Act and efforts to ban the permanent replacement of striking workers

All participants in the workshops will also receive comprehensive written materials on these topics.

### HR Professionals, In-House Counsel, And Business Managers/Leaders Should Attend This Workshop

This workshop is designed, first and foremost, for human resources professionals, in-house counsel, and managers who have responsibility for employee relations and labor relations issues. Given the severe impact EFCA may have on businesses, however, this workshop has also been developed for business owners and decision-makers who will have to formulate plans and strategies to account for the new legislation. If you are interested in attending one of these workshops, please complete and return the attached registration form.

### About Carlton DiSante & Freudenberger LLP

CDF is one of the few firms in California exclusively servicing the needs of employers in all areas of employment and labor law. Among other areas, we have substantial experience in traditional labor law matters. We regularly represent unionized employers in their dealings with labor unions, and we frequently advise non-unionized employers on how to remain “unorganized.” Given this focus of our practice, we have been closely monitoring the potential passage of EFCA and its likely impact on our clients.

**Sacramento**  
8950 Cal Center Drive  
Suite 160  
Sacramento, CA 95826

**San Francisco**  
601 Montgomery Street  
Suite 350  
San Francisco, CA 94111

**Los Angeles**  
707 Wilshire Boulevard  
Suite 5150  
Los Angeles, CA 90017

**Orange County**  
2600 Michelson Drive  
Suite 800  
Irvine, CA 92612

**San Diego**  
4510 Executive Drive  
Suite 300  
San Diego, CA 92121

# Carlton DiSante & Freudenberger LLP

ATTORNEYS

Counsel to California Employers<sup>SM</sup>

## Registration Form

### Is Your Company Ready For An Increase In Union Organizing Activity? Is Your Company Ready For The Employee Free Choice Act?

Carlton DiSante & Freudenberger LLP will be hosting workshops in each of its five California offices in February 2009 to assist pro-active employers in addressing the potential impact of the Employee Free Choice Act.

PLEASE SELECT THE LOCATION AND DATE OF THE TRAINING YOU WISH TO ATTEND:

<b>SACRAMENTO</b> 8950 Cal Center Drive Suite 160 Sacramento, CA 95826	<b>SAN FRANCISCO</b> 601 Montgomery Street Suite 350 San Francisco, CA 94111	<b>LOS ANGELES</b> 707 Wilshire Boulevard Suite 5150 Los Angeles, CA 90017	<b>ORANGE COUNTY</b> 2600 Michelson Drive Suite 800 Irvine, CA 92612	<b>SAN DIEGO</b> 4510 Executive Drive Suite 300 San Diego, CA 92121
<input type="checkbox"/> February 2, 2009 8:00 a.m. - 10:30 a.m.	<input type="checkbox"/> February 3, 2009 8:00 a.m. - 10:30 a.m.	<input type="checkbox"/> February 4, 2009 8:00 a.m. - 10:30 a.m.	<input type="checkbox"/> February 5, 2009 8:00 a.m. - 10:30 a.m.	<input type="checkbox"/> February 6, 2009 8:00 a.m. - 10:30 a.m.

PLEASE NOTE THAT WORKSHOPS ARE FILLED ON A FIRST-COME, FIRST-SERVED BASIS

#### Schedule For All Workshops:

8:00 a.m. - 8:30 a.m. Registration and continental breakfast  
8:30 a.m. - 10:30 a.m. Workshop

#### Cost:

\$75 per participant (\$50 for each additional participant from the same company)

#### MCLE Credit

This activity has been approved for Minimum Continuing Legal Education Credit by the State Bar of California in the amount of 2.0 hours. Carlton DiSante & Freudenberger LLP is an approved MCLE provider by the State Bar and certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bar governing MCLE.

#### Participant Information:

Company Name: \_\_\_\_\_

Names & Titles of Participants: \_\_\_\_\_

Address: \_\_\_\_\_

Primary Contact: \_\_\_\_\_ Phone: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Amount Enclosed: \_\_\_\_\_ (\$75 per participant -- \$50 for each additional participant from the same company)

*Please send completed registration form and payment to:*

Carlton DiSante & Freudenberger LLP  
Attention: Felicia Hall  
2600 Michelson Drive, Suite 800  
Irvine, CA 92612

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