

Registration

- **Special Rate to April 1:**
 - \$60 for members of HRA or SSHRMANJ
 - \$80 for non-members
- **After April 1**
 - \$75 for members of HRA or SSHRMANJ
 - \$90 for non-members
- Includes continental breakfast
- Register online no later than Monday, April 25 at:

<http://hrasnj.shrm.org>

Presented by:

HRA of Southern New Jersey

Southern Shore HRMA of NJ

Seminar Location

Atlantic Cape Community College
Building C—Theater
5100 Black Horse Pike
Mays Landing, NJ 08330

Human Resource Association of Southern New Jersey

Post Office Box 388

Vineland NJ 08362

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April 27, 2016

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Schedule

8:00 AM to 8:25 AM—Registration & Continental Breakfast

8:30 AM to 9:20 AM

2016 Hot Topics & Trends

- **David Woolf, Esq., Drinker Biddle & Reath**

- ♦ FLSA Overtime Exemptions
- ♦ Independent Contractor Misclassification
- ♦ Joint Employer Issues
- ♦ The NLRB's focus on non-union employers

9:20 AM to 10:40 AM

Handbooks, Policies and Elections

- **Armando Riccio, Esq.**

- ♦ Forget Steven Singer
- The NLRB Hates Your Handbook!
- ♦ Top Policies before you have a Union
- ♦ Review of the "Ambush" Elections Rules

10:40 to 10:50 AM—Break

10:50 AM to 11:45 AM

The Union Organizing Campaign

- **Peter Tollini, Labor Relations Institute**

- ♦ The Post 2015 Organizing Timetable
- ♦ Knowing your opponent, your workforce and your business necessities
- ♦ Creating your action plan
- ♦ Common mistakes
- ♦ Training before there's a union campaign

11:45 AM to 1:00 PM—Lunch Break

1:00 PM to 2:40 PM

Hot Button Issues in Elections

- **Jeffrey Corradino, Esq., Jackson Lewis**

- ♦ Develop a positive culture before the campaign starts
- ♦ The card signing campaign
- ♦ Employer Free Speech
- ♦ Combating Union Intimidation and threats (including surveillance)
- ♦ Access to employer property
- ♦ Preparing the legal case for NLRB
- ♦ The Second time around: "pulling" the petition and the second election

2:40 PM to 2:50 PM—Break

2:50 PM to 4:30 PM

NLRB & Union Potpourri

- **Jedd Mendelson, Esq., Littler Mendleson**

- ♦ Common unfair practice charges/issues against "non-union" employers
- ♦ Hot bargaining topics and trends in negotiations (including healthcare)
- ♦ Preparing for grievance arbitration—tips and traps to avoid
- ♦ The decertification petition

Speaker Bios

David Woolf, Esq., Drinker Biddle is a partner in the Labor & Employment Practice Group. His practice includes assisting clients in a range of labor and employment related matters, including employment litigation and counseling, non-competition and other restrictive covenant-related issues and union/management relations.

Armando Riccio, Esq. has concentrated his practice for over twenty years in representing management in the public and private sectors with various labor and employment law issues including negotiations, grievance/arbitration hearings, matters before various federal and state agencies, courts and forums, investigations and policy issues he also provides training on numerous workplace/employment issues.

Peter Tollini, Labor Relations Institute has over thirty years of experience as a labor and employee relations leader for major corporations and institutions. Before forming his own firm he was the top labor relations executive at the Johns Hopkins Hospital and Health System. Prior to that he held senior labor and employee relations positions with LifeBridge Health, Gateway, Honeywell and Westinghouse.

Jeffrey Corradino, Esq., Jackson Lewis is a Principal in the Morristown, NJ office and has counseled clients in virtually every area of labor and employment law for over twenty years. He has extensive experience representing employers in public and private sector employment related litigation, collective bargaining negotiations, representation cases, arbitrations and NLRB matters.

Jedd Mendelson, Esq., Littler Mendleson focuses his practice exclusively on representing management in labor and employment matters. In bench trials, he has secured injunctions in matters involving strikes and picketing and has been involved with numerous restrictive covenant and enforcement cases.



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