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**Wimberly Lawson**  
Seale Wright & Daves, PLLC

*Attorneys & Counselors at Law*

## ***"We Won't Get Fooled Again!"***

*Strategies for Dealing with the Employee Free Choice Act*

**UNIONS ARE GETTING READY! ...ARE YOU?**

**\$35 per attendee**



### *Morning & Afternoon Sessions*

*8:30 a.m. to 11:30 a.m. & 1:00 p.m. to 4:00 p.m.*

*At the following locations:*



*January 22, 2009*  
*Marriott Knoxville Downtown*  
*500 Hill Avenue SE*  
*Knoxville, TN 37915*

*February 17, 2009*  
*Doubletree Murfreesboro*  
*1850 Old Fort Parkway*  
*Murfreesboro, TN 37129*

PRE-REGISTER VIA E-MAIL: (bhoule@wimberlylawson.com)  
OR CALL BERNICE HOULE at (865) 546-1000

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Knoxville    Morristown    Cookeville    Nashville



# **ACT NOW!!!**

# HEY ..... ABOUT THIS “EMPLOYEE FREE CHOICE ACT.....”

.....WE REALLY NEED TO TALK



**GARY W. WRIGHT** is Regional Managing Member of Wimberly Lawson Seale Wright & Daves, PLLC in the Knoxville, Tennessee office. He practices in the areas of labor and employment law, with a particular emphasis on NLRB work, collective bargaining, contract administration, and arbitration law. He has served on the Executive Council of the Tennessee Bar Association, Labor Law Section, and is a member of the Labor and Employment Law Sections of the Tennessee Bar Association and the American Bar Association. He is a Tennessee Supreme Court Approved Mediator and has received his Certification in Alternative Dispute Resolution from Cornell University, School of Industrial and Labor Relations. Prior to entering private practice, Gary was a federal prosecutor for the National Labor Relations Board working in its Peoria and Atlanta Regions. He has also served as an instructor of business law at Virginia Tech and Carson Newman College and is currently teaching in the University of Tennessee Professional Development Program. Gary received his BS degree, cum laude in 1974 and his J.D. degree in 1977, both from the University of Tennessee.

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**BRING YOUR SUPERVISORS TO AN IMPORTANT UPDATE  
ON WHAT THIS NEW STATUTE WILL MEAN TO YOUR  
EFFORTS TO REMAIN UNION-FREE**

***IF THE EMPLOYEE FREE CHOICE ACT BECOMES LAW:***

- **Employees will lose their rights to a secret ballot election.**
- **Unions will be certified based only upon signed union authorization cards.**
- **Companies will no longer have a pre-election period to campaign.**
- **Union authorization cards can remain viable for long periods.**
- **After a union is certified a contract must be agreed to within 90 days or the dispute will be assigned to a Federal Mediator.**
- **If a contract is not agreed to after 30 days of mediation an arbitrator will decide the terms of the contract.**

**If this statute passes and is signed by the next president it will be the most radical change in our federal labor laws in a century.**

**Learn how to preserve your union-free status in this new legal environment. Bring your production management team and help them get prepared. We will discuss:**

- **What this new organizing will look like.**
- **What your most persuasive response should be.**
- **How to avoid committing unfair labor practices.**
- **How to go on the offense.**
- **Why it is important to prepare *NOW!***

**SPACE LIMITED – CALL TODAY!  
(865) 546-1000**



**Wimberly Lawson**  
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*Wimberly Lawson Seale Wright & Daves, PLLC, is a law firm that represents management exclusively in all areas of labor and employment law.*

*We serve clients throughout the United States with prompt diligent and cost-effective legal advice and services.*



- The discussions are frank.
- Individuals affiliated with union organizations are not eligible for registration.
- Wimberly Lawson reserves the right to refuse participation in the program to anyone other than a bona fide management representative.