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# Staying Union Free in 2011

part of the Fundamentals of Human Resources for Long-Term Care Supervisors Webinar series



August 31, 2011

2:00 - 3:30 p.m.

One (1) hour of CEUs for nursing home administrators, accountants and nurses

For more  
detailed  
information see  
[www.efohca.org](http://www.efohca.org)

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Webinars

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**1 CEU for nursing home  
administrators, accountants and  
nurses. All attendees receive a  
certificate of attendance.**

### About this Program:

Ohio S.B. 5 will likely increase union organizing in private sector workplaces. Supervisors in long-term care facilities will need to be prepared. Health care environments are perfect targets: large numbers of employees capable of paying monthly dues; performing demanding work that can create tension with management; in jobs that cannot be 'off-shored.' Once a union works itself in, it is virtually impossible to extract. The best strategy for healthcare employers and their supervisors is to focus on prevention: create and maintain a workplace environment that repels union organizing.

As the unions' resources are not unlimited, they must allocate their efforts to the workplaces that show the most promise of becoming organized. In this presentation, participants will learn effective strategies to assess vulnerability to organizing, detect union activity, and to deter union organizers from becoming interested in their facilities. Case studies are used to introduce and work with the best practices to remain union-free.

### Speaker:

After graduating from the Ohio State University College of Law in 1987, **Scott Salsbury** clerked at an Ohio Court of Appeals and, later, at a U.S. District Court. Scott became a partner at a top 200 law firm in 2000. He began his own firm in 2007. Scott has been recognized as a "Super Lawyer" in the annual publication for several years, including 2011. Scott advises and assists healthcare employers with collective bargaining, wage & hour, discrimination, family medical leave and disability issues. Scott routinely represents clients before state and federal agencies such as the Ohio Civil Rights Commission and the National Labor Relations Board. He also tries cases in state and federal courts. Scott is the immediate past president of Mobile Meals, Inc. in Akron, Ohio. He is a member of several healthcare associations, including the Ohio Health Care Association, and speaks regularly on employment and labor issues.

### Continuing Education Credits:

Individual attendance will be monitored throughout the call. Only those registered in advance and attending the entire call will be awarded continuing education credit. Upon receipt of your request for continuing education, certificates will be emailed to the facility.

This course is considered a self study course by Ohio BENHA. Administrators are reminded that BENHA limits teleconference (home/self study) credits to a total of five (5.0) per renewal period.

### How much does it cost?

Facilities will pay one low fee for an unlimited number of participants. However, the number and access code is valid only for one phone line/computer at the location registered with the Association. Any additional phone connections calling in will be billed the individual session registration fee.

***It is imperative that an email address is provided as this is where call in code and handout materials will be sent.***

**Register on line and save 10% off the  
registration fee listed.**

**Mail-in Registration**

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Facility \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone ( \_\_\_\_\_ ) \_\_\_\_\_

### Registration Fees:

Members:	\$ 75	Prior to August 17	\$100	August 17 and after
All Others:	\$130	Prior to August 17	\$175	August 17 and after

**Payment must be included to be processed.**

Send this completed form and payment to:

**EFOHCA**

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Checks accepted with mail-in registrations. Credit cards accepted with online registrations.

**Staying Union Free in 2011**