

You are cordially invited to attend our  
**Employment Law Breakfast Briefing** presented  
by the Labor & Employment Group of Baker Donelson  
and the Johnson County Chamber of Commerce

## *Legislation Update:* *The Employee Free Choice & RESPECT Acts*

The Employee Free Choice (EFCA) and RESPECT Acts represent the most sweeping changes to labor law in the past 60 years. The EFCA would eliminate secret ballot elections and replace them with a "card check" process. The EFCA would also force government-written contracts on unwilling parties through a process of mandatory arbitration. The RESPECT Act would dilute the definition of supervisor under the National Labor Relations Act, greatly increasing the number of employees eligible to join unions. President-elect Obama supports both Acts and as President will likely have the opportunity to sign both into law. This briefing will cover how these Acts will impact your workforce and what you can do to lessen that impact.

Tuesday, January 13, 2009  
7:30 a.m. - 8:30 a.m.

Johnson County Welcome Center  
716 South Shady Street  
Mountain City, Tennessee

Attorneys representing Baker Donelson:  
Steven H. Trent and Brent B. Young

*This program is pending approval for HRCI credit.*

*Complimentary meal and program provided. Seating is limited.  
Please R.S.V.P. by Friday, January 9 to Laralee Harkleroad at  
423.928.0181 or lharkleroad@bakerdonelson.com.*

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