



# Union Encounter Training

**Sponsored by the UPHCA and ABC as a benefit to our members**

Union activity has been on the rise during the last year, especially targeting plumbing and mechanical workers and projects. As merit based companies we need to be alert to our rights and responsibilities regarding union activity and ensure we protect our workforce. This 90-minute seminar taught by Matt Cecil with Holland Hart, will provide the participants with understanding of the following issues:

- ⇒ **knowledge about union behavior & tactics,**
- ⇒ **information about recognizing whether the union is targeting the company,**
- ⇒ **the union election process through the NLRB,**
- ⇒ **being prepared for union activity,**
- ⇒ **management's role in creating a workplace where employees feel there is no need for a union,**
- ⇒ **lawful and unlawful management conduct/communication during a union campaign.**

**Thursday, February 9th**

**11:00 – 12:30 pm**

**ABC Training Room**

**660 W. 900 N., North Salt Lake, UT 84054**

**\$20/person includes lunch & CE Credit 1.5 hrs.**

To register: <https://uphca.net/ce-classes/#dir-4309>



Matt Cecil grew up in upstate New York and has four children and two grandchildren. He graduated from Brigham Young University in 1998. He graduated from the William S. Boyd School of Law, at UNLV, and has been practicing since 2005. Matt works at Holland & Hart, LLP in Las Vegas, Nevada and is a traditional labor attorney and a large part of his practice focuses on helping employers navigate aggressive union environments. He represents employer associations including the Nevada Chapter of Associated Builders and Contractors, the Nevada Contractors Association, and the PHCC of Nevada. Matt's work includes responding to union organization campaigns, handling union disputes with the National Labor Relations Board, arbitrations, and collective bargaining.

