



MARTIN F. PAYSON is a Labor Partner in the national workplace law firm of Jackson Lewis LLP. Since joining the firm in 1967, Mr. Payson has specialized in the practice of labor and employment law representing the interests of management.

Mr. Payson has been an outspoken opponent of “EFCA” - the Employee Free Choice Act as he believes it would make both bad law and bad public policy. He believes it represents a fundamental attack on the principles of democracy, informed decision making, and the secret ballot. Substituting the public card count procedure for the private ballot constitutes an unwarranted invasion of privacy subjecting workplace voters to coercion, intimidation, embarrassment and public ridicule by union organizers and peer pressure by aggressive coworkers. Constitutional rights of free speech

accorded to employers under the existing National Labor Relations Act would be seriously compromised and the compulsory arbitration provisions would violate fundamental principles of contract law while potentially depriving workers of the right to vote on both union representation and mandatory union membership as well as their own terms and conditions of employment.

Mr. Payson is an experienced labor law practitioner, representing the interests of management in federal and state courts and before the National Labor Relations Board. He has extensive experience in the representation of management faced with union organizing drives and National Labor Relations Board elections. He has placed special emphasis on assisting clients in the development and implementation of preventive workplace practices, procedures and programs, most recently focusing on the use of alternative dispute resolution mechanisms as both a union avoidance, as well as litigation avoidance strategy.

Based upon his extensive experience in the field, Mr. Payson has been frequently called upon to speak on “EFCA” as well as a variety of other contemporary workplace issues. He has appeared on both NBC and CBS television news shows and has co-hosted a series of programs on personnel and the law. His insightful remarks have been quoted in the New York Times, Wall Street Journal, Fortune, Business Week, New York Law Journal, Industry Week and in numerous other professional journals and management publications. He has published a wide variety of articles in such publications as Nation's Business, Human Resource Executive, Personnel Journal, Trial Magazine, and is a contributing editor to the text of both, Winning NLRB Elections: Management Strategy and Preventive Programs and the recently published Employer's Guide To Union Organizing Campaigns.

Mr. Payson currently serves as a Senior Faculty Member of the national seminar series “EFCA – How To Stay Union Free”. He has served as a Guest Lecturer at the Cornell School of Industrial Relations and the Adjunct Faculty of the University of Rochester. He received his undergraduate degree in Personnel Management and Industrial Relations from the City University of New York, and obtained a Juris Doctor degree from Brooklyn Law School in 1966. He is admitted to practice before the Supreme Court of the United States, the Circuit Courts of Appeals and is admitted to the bar in the States of New York and Pennsylvania. He is listed in Who's Who In America.