

Registration Form

Note: Registration is also available on our website at www.nwchapterlera.org.

(Please Print)

Name _____ Phone () _____
Address _____ E-mail _____
City _____ State _____ Zip Code _____

Organization or Employer _____

Check one: Labor Management Neutral Student

Register by April 13, 2012: **\$295** Student Rate: **\$75**
After April 13, 2012: **\$320** Student Rate: **\$75**

A continental breakfast and lunch on both days is included in the registration fee.

Will you be joining us for lunch?

No Thursday only Friday only Both days
 I need a vegetarian meal. I need a special meal for food allergies.

Bill my credit card # _____ Exp. Date _____ Visa MC
 My check is enclosed (payable to NW Chapter of LERA)

(Refunds available if cancelled by Friday, April 13, 2012)

Send registration and payment to:

LERA Registrar
FMCS
2001 Sixth Avenue, Suite 2500
Seattle, Washington 98121
(LERA Tax ID #91-7289334)

TEL (206) 553-2773
FAX (206) 553-0722
registrar@nwchapterlera.org

Northwest Chapter of LERA
Federal Mediation and Conciliation Service
2001 Sixth Avenue, Suite 2500
Seattle, WA 98121



Hotel Information

A limited number of special conference rate rooms will be available at the Westin Hotel, 1900 Fifth Avenue. For room reservations contact the Westin Hotel at (888) 627-8513 and request the FMCS/LERA Collective Bargaining Conference rate.

The Conference Center, Level 3 Washington State Convention Center

800 Convention Place
Seattle, Washington 98101
Directions available online at www.wssc.com

Continuing Education Credit

General CLE credits are available for Washington state attorneys. Sign-in sheets will be available at registration. Credit is also pending through HRCI.

Privacy Policy

The e-mail address you provide is used only by the Northwest Chapter of LERA. We do not share or sell our e-mail list.

Accommodation

LERA is committed to providing access, equal opportunity, and reasonable accommodation in its programs and education for individuals with disabilities. To request disability accommodation, contact the registrar at least five days in advance at registrar@nwchapterlera.org.

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Labor and Employment Relations Association
NORTHWEST CHAPTER

35th Annual

Collective Bargaining & Arbitration Conference



Thursday, April 26th & Friday, April 27th, 2012

Sponsored by
Public Employment Relations Commission
National Labor Relations Board
Federal Mediation and Conciliation Service

The Conference Center, Level 3
Washington State Convention Center
Seattle, Washington

35th Annual Collective Bargaining and Arbitration Conference

Thursday, April 26	
8:00 a.m. - 9:00 a.m.	REGISTRATION
9:00 a.m. - 9:15 a.m.	WELCOME AND INTRODUCTIONS <ul style="list-style-type: none"> • Daniel Hickey, Northwest LERA Chapter Conference Planning Committee • Michael P. Sellars, Executive Director, Public Employment Relations Commission • Beth Schindler, Director of Mediation Services, Federal Mediation and Conciliation Service • Ronald K. Hooks, Regional Director, National Labor Relations Board
9:15 a.m. - 10:00 a.m.	KEYNOTE ADDRESS <p>Political Dynamics in the Collective Bargaining Process</p> <ul style="list-style-type: none"> • Ron Sims, Former King County Executive and Deputy Secretary, U.S. Department of Housing and Urban Development
10:00 a.m. - 10:15 a.m.	BREAK
10:15 a.m. - 11:45 a.m.	CONCURRENT WORKSHOPS <p>I. Progressive Discipline in the Workplace</p> <p>What are the reasons for progressive discipline? How should it be applied? How is it used effectively? This lively workshop will focus on progressive discipline as a tool for improving job performance and how this fits the purposes of just cause.</p> <ul style="list-style-type: none"> • Michael Tedesco, Adjunct Professor, University of Oregon School of Law <p>II. Bargaining 101: Bargain Hunting</p> <p>In this introductory course, learn about the advantages and disadvantages of traditional and interest-based bargaining and how you can take the best of both to build a bargaining process that works for you.</p> <ul style="list-style-type: none"> • Claire Nickleberry, Labor Relations Adjudicator/Mediator, Public Employment Relations Commission • Darrell Clark, Commissioner, Federal Mediation and Conciliation Service <p>III. Advanced Bargaining: Strategy - It's Not Just for Chess</p> <p>This workshop will address bargaining plans, strategies, and tactics, including preparing for face-to-face negotiation sessions, handling negotiations at the bargaining table, and how to obtain an agreement.</p> <ul style="list-style-type: none"> • Tracey Thompson, Secretary-Treasurer, Teamsters Local Union 117 - Tukwila • Ronald J. Knox, Attorney at Law, Garvey Schubert Barer - Seattle
11:45 a.m. - 1:00 p.m.	LUNCH

Thursday, April 26 Continued...	
1:00 p.m. - 2:30 p.m.	CONCURRENT WORKSHOPS <p>I. Costing the Contract</p> <p># of EE x 40 x wages/2080/ # of EE +/- Roll up cost + % Increase/length of CBA in months=Confused? Making Cents of costing a contract.</p> <ul style="list-style-type: none"> • Stephen Kessler, Commissioner, Federal Mediation and Conciliation Service <p>II. Improving Etiquette and Civility at the Bargaining Table</p> <p>The bargaining table can be a place of conflict and stress for all parties involved. Emotions run high and can impact even the most patient advocates. In this workshop, representatives from both sides of the table will share their experiences in maintaining respectful, courteous, and professional behavior, even in the midst of tremendous conflict.</p> <ul style="list-style-type: none"> • Matthew Lynch, Director, Labor Relations and General Counsel, Washington Employers - Seattle • Rob DeRosa, Private Sector Coordinator, Teamsters Local Union 117 - Tukwila <p>III. Interest Arbitration: Preparing Your Case in Tough Economic Times</p> <p>Uniformed personnel, transit employees, and some state workers are eligible for interest arbitration to resolve contract disputes. This workshop will explore the impact of the recession on preparing for interest arbitration, comparables, prospects for settlement, and arbitration awards.</p> <ul style="list-style-type: none"> • Ken Latsch, Arbitrator - Olympia • Alex Skalbania, Attorney at Law, Emmal Skalbania and Vinnege - Seattle • Fred Rosenberry, Arbitrator - Seattle • Kevin Wesley, Labor Relations Consultant, The Wesley Group - Kennewick
2:30 p.m. - 2:45 p.m.	BREAK
2:45 p.m. - 4:00 p.m.	CONCURRENT WORKSHOPS <p>I. PERC Update</p> <p>This workshop will examine current case issues and review recent decisions and pending cases.</p> <ul style="list-style-type: none"> • Michael P. Sellars, Executive Director, Public Employment Relations Commission <p>II. NLRB/FMCS Update</p> <p>Directors of the NLRB and FMCS will discuss timely developments and trends at the federal level.</p> <ul style="list-style-type: none"> • Ronald K. Hooks, Regional Director, National Labor Relations Board • Beth Schindler, Director of Mediation Services, Federal Mediation and Conciliation Service <p>III. The Generational Mix in the Workplace</p> <p>This challenging, exciting, and just plain fun workshop focuses on the skills and insights needed to understand and address generational conflicts, and what can be done to better leverage employee and organizational insights.</p> <ul style="list-style-type: none"> • Ligia Velazquez, Commissioner, Federal Mediation and Conciliation Service • Julie Kettler, Commissioner, Federal Mediation and Conciliation Service
4:00 p.m. - 5:00 p.m.	THE HAPPIEST HOUR <p>Trade in your ticket and enjoy a libation while networking with your friends and colleagues!</p>

Friday, April 27	
9:00 a.m. - 10:00 a.m.	PLENARY SESSION <p>Wisconsin and Beyond</p> <ul style="list-style-type: none"> • Daniel Nielsen, Mediator, Arbitrator, and formerly with the Wisconsin Employment Relations Commission
10:00 a.m. - 10:15 a.m.	BREAK
10:15 a.m. - 11:45 a.m.	CONCURRENT WORKSHOPS <p>I. Working With a Third Party Neutral: How to Use and Not Abuse the Process</p> <p>Do you need mediation assistance or facilitation help? And, what is the difference? Can the neutral behave "neutrally" and still express opinions? What makes for a good fit: Process or substantive knowledge?</p> <ul style="list-style-type: none"> • Gary Hattal, Commissioner, Federal Mediation and Conciliation Service • Guy Coss, Labor Relations Adjudicator/Mediator, Public Employment Relations Commission <p>II. Grievance, Gripe, or ULP?</p> <p>This interactive workshop will present the fundamental background skills needed by supervisors and union representatives to effectively handle workplace grievances and other problems while enhancing a positive ongoing relationship between the parties.</p> <ul style="list-style-type: none"> • Clifford Freed, Attorney at Law, Frank Freed Subit and Thomas, LLP - Seattle <p>III. Ethics for Labor Practitioners</p> <p>How do we strike the balance between being effective advocates or neutrals and applying ethical principles and the Rules of Professional Conduct in our daily work activities and relationships? This presentation will explore this question as we address important issues at the bargaining table and in our interactions with our constituents and clientele.</p> <ul style="list-style-type: none"> • Neal Smith, Director of Training - Labor Relations, Compass Group, and Adjunct Professor of Law, University of San Diego School of Law
11:45 a.m. - 1:00 p.m.	LUNCH
1:00 p.m. - 2:30 p.m.	CONCURRENT WORKSHOPS <p>I. Managing Conflict in the Workplace</p> <p>Is workplace conflict inevitable? Why? What can you do about it? And, is it so bad?</p> <ul style="list-style-type: none"> • Stephen Kessler, Commissioner, Federal Mediation and Conciliation Service <p>II. The Negotiator's Brain: Insights from Psychology and Neuroscience</p> <p>Recent advances in science have illuminated many of the "secret" processes that our brain uses when we make decisions, solve problems, and negotiate with others. Award-winning author Richard Birke will offer practical tips on how to use this new information to help us in every aspect of our professional lives.</p> <ul style="list-style-type: none"> • Richard Birke, Professor of Law and Director, Willamette University Center for Dispute Resolution <p>III. Social Media: Do's and Taboos</p> <p>As the use of social media such as Facebook, Twitter, LinkedIn, blogs, and e-mail has exploded, employers and employees face new challenges, both in and out of the workplace. This discussion will explore "Facebook Firings" and other discipline, and the impact of social media on concerted activity.</p> <ul style="list-style-type: none"> • Michael Tedesco, Adjunct Professor, University of Oregon School of Law
2:30 p.m. - 2:45 p.m.	BREAK
2:45 p.m. - 4:00 p.m.	FINAL SESSION <p>Ask the Arbitrator</p> <p>In this interactive workshop, see how well you can predict a grievance arbitrator's award. You will have the opportunity to hear from respected arbitrators as to how they would rule on certain cases and why.</p> <ul style="list-style-type: none"> • Howell Lankford, Arbitrator - Portland • Carol Teather, Arbitrator - Poulsbo • Anthony D. Vivenzio, Arbitrator - Friday Harbor (Moderator)