

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 March 18, 2011: \$250 **Student Rate:** \$50
After March 18, 2011: \$270 **Student Rate:** \$50

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 Monday, April 4, 2011)

Send registration and payment to:

LERA Registrar
FMCS
2001 Sixth Avenue, Suite 2500
Seattle, Washington 98121

TEL (206) 553-2773
FAX (206) 553-0722
registrar@nwchapterlera.org
(LERA Tax ID #91-1289334)

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

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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.

Washington State Convention Center

800 Convention Place
Seattle, Washington 98101
Directions available online at www.wsctc.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 only used 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.



LERA

Labor and Employment Relations Association

NORTHWEST CHAPTER

34th Annual

Collective Bargaining and Arbitration Conference



Sponsored by

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

Thursday, April 14th & Friday, April 15th, 2011

The Conference Center, Level 3
Washington State Convention Center
Eighth & Pike, Seattle, Washington

34th Annual Collective Bargaining and Arbitration Conference

New This Year!

The conference will be held in the Washington State Convention Center's newest event space, [The Conference Center](#), located at Eighth Avenue & Pike Street in downtown Seattle. For parking information, go to <http://wsctc.com/pdfs/maps/GeneralParking.pdf>.

Thursday, April 14	
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"> • Richard L. Ahearn, Regional Director, National Labor Relations Board • Cathleen Callahan, Executive Director, Public Employment Relations Commission • Daniel Hickey, Northwest LERA Chapter Conference Planning Committee • Beth Schindler, Director of Mediation Services, Federal Mediation and Conciliation Service
9:15 a.m. - 10:00 a.m.	KEYNOTE ADDRESS Looking Forward: Meeting Challenges in Labor Relations in Tough Times <ul style="list-style-type: none"> • Allison Beck, Deputy Director, Federal Mediation and Conciliation Service
10:00 a.m. - 10:15 a.m.	BREAK
10:15 a.m. - 11:45 a.m.	CONCURRENT WORKSHOPS <ol style="list-style-type: none"> I. The Demise of the Seven Tests for Just Cause Many arbitrators define the disciplinary standard of "just cause" by reference to the "seven tests." In recent years, arbitrators have moved away from mechanically applying these tests in favor of other methods. This workshop will explore recent trends in grievance arbitration rulings. <ul style="list-style-type: none"> • Michael Tedesco, Adjunct Professor, University of Oregon School of Law II. When Dollars and Demands Collide: The Effects of Shrinking Budgets on Collective Bargaining Bargaining a contract is challenging enough during good economic times, but the process can become even more strenuous as budgets plunge and resources are scarce. The panel will discuss how the current economy has impacted bargaining at the state and county levels. <ul style="list-style-type: none"> • Greg Devereaux, Executive Director, Washington Federation of State Employees • Jim Johnson, Labor Negotiator, King County Office of Labor Relations • Janet Parks, Union Representative, IFPTE Local 17 • Heather Grob, Ph.D., Associate Professor of Economics, Saint Martin's University III. Bargaining 101 This workshop is for those new to collective bargaining. It will cover the nuts and bolts of negotiating a contract, including topics such as good faith, bargaining team composition, developing proposals, establishing ground rules, and communication strategies. <ul style="list-style-type: none"> • Kenneth J. Latsch, Labor Relations Adjudicator/Mediator, Public Employment Relations Commission • Andy Hall, Commissioner, Federal Mediation and Conciliation Service
11:45 a.m. - 1:00 p.m.	LUNCH

Thursday, April 14 Continued...	
1:00 p.m. - 2:30 p.m.	CONCURRENT WORKSHOPS <ol style="list-style-type: none"> I. Interest Arbitration: Before Impasse Uniformed personnel, as well as some state workers, are eligible for interest arbitration to resolve labor contract disputes. This workshop will explore practical tools to avoid impasse, including the use and preparation of comparables, and the effective use of mediation, research, and timing. <ul style="list-style-type: none"> • Michael Beck, Arbitrator • Jeffrey Julius, Attorney at Law, Aitchison & Vick, Inc. • Anthony F. Menke, Attorney at Law, Menke Jackson Beyer Ehlis & Harper II. OMG - I Just Got Fired! Off Duty Conduct in the Workplace Discipline and discharge for off-duty conduct, from use of medical marijuana to talking about the boss on Facebook, is increasingly appearing on the radar of union representatives, human resources administrators, and arbitrators. This workshop will provide a full and frank discussion of the current state of affairs. <ul style="list-style-type: none"> • Joseph Duffy, Arbitrator • Patty Warren, Senior Business Agent, Teamsters Local 174 • John Payne, Attorney at Law, Davis Grimm Payne & Marra III. Ghosts at the Table "Ghosts" pull invisible strings in labor negotiations like puppet masters and can grievously impact local decision-makers, credibility, and trust - just when the parties need honesty and transparency. This interactive workshop will identify a "baker's dozen" of these influences and explore ways to deal with them. <ul style="list-style-type: none"> • Gary Hattal, Commissioner, Federal Mediation and Conciliation Service
2:30 p.m. - 2:45 p.m.	BREAK
2:45 p.m. - 4:00 p.m.	CONCURRENT WORKSHOPS <ol style="list-style-type: none"> I. Building Blue/Green Alliances in the Pacific Northwest From the timber wars to today's fight over coal plant closures, labor and environmental groups have had a history of conflict in our region. This workshop will explore efforts by union and environmental groups to build a sustainable economy with family wage jobs and healthy communities. <ul style="list-style-type: none"> • Barbara Byrd, Senior Instructor, Labor Education & Research Center, University of Oregon • Bob Guenther, Lobbyist, IBEW Local 77 • KC Golden, Policy Director, Climate Solutions II. Citizen Soldiers: National Guard and Reserve Activation and the Impact on Labor Relations The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) protects the civilian employment of part-time military service members called to active duty. Labor relations professionals should be aware of this law since liability can result for both the employer and the union. <ul style="list-style-type: none"> • Brian Clauss, Arbitrator III. The Ethics of Negotiating I cannot tell a lie...or can I? Through group discussion and use of legal standards found in the Rules of Professional Conduct (RPC), this session will address some of the ethical issues and boundaries to ethical conduct arising during negotiations. (1.25 Washington CLE ethics credits) <ul style="list-style-type: none"> • Christopher J. Soelling, Mediator and Arbitrator, Christopher J. Soelling, PLLC
4:00 p.m. - 5:00 p.m.	THE HAPPIEST HOUR Trade in your ticket and enjoy a libation while networking with your friends and colleagues!

Friday, April 15	
9:00 a.m. - 10:00 a.m.	PLENARY SESSION NLRB at 75 Years: A Glance Back and a Look Ahead <ul style="list-style-type: none"> • Wilma B. Liebman, Chairmain, National Labor Relations Board
10:00 a.m. - 10:15 a.m.	BREAK
10:15 a.m. - 11:45 a.m.	CONCURRENT WORKSHOPS <ol style="list-style-type: none"> I. News from PERC This workshop will examine current case issues and review recent decisions and pending cases. <ul style="list-style-type: none"> • Cathleen Callahan, Executive Director, Public Employment Relations Commission II. News from the Feds The Directors of the NLRB and FMCS will discuss timely developments and trends at the federal level. <ul style="list-style-type: none"> • Richard L. Ahearn, Regional Director, National Labor Relations Board • Beth Schindler, Director of Mediation Services, Federal Mediation and Conciliation Service III. The Financial Impacts of Health Care Insurance Anyone with recent experience at the bargaining table knows the uncertainty of rising health care costs can make it increasingly difficult to get a deal. An expert will discuss the impact of health care reform, ideas for managing costs, real and perceived trade-offs, negotiating with providers, tax implications, and plan utilization. <ul style="list-style-type: none"> • Stanley A. Roberts, Consulting Actuary (Retired), Milliman, Inc.
11:45 a.m. - 1:00 p.m.	LUNCH
1:00 p.m. - 2:30 p.m.	CONCURRENT WORKSHOPS <ol style="list-style-type: none"> I. The Art of Closing the Deal Seasoned mediators from the FMCS and PERC offer advice and answer your questions about how to put a deal together. Learn how to set expectations, read signals from the other side, avoid common mistakes, know when to call the mediator, and build momentum for ratification. <ul style="list-style-type: none"> • Darrell Clark, Commissioner, Federal Mediation and Conciliation Service • Claire Nickleberry, Labor Relations Adjudicator/Mediator, Public Employment Relations Commission II. Documenting Critical Incidents: Workshop for Union and Management This interactive session will help build your skills in investigating and documenting situations which could develop into grievances, harassment complaints, EEOC, or even criminal charges. <ul style="list-style-type: none"> • Marlene Heyser, Principal Consultant, Workplace Law Strategies • Elizabeth (Liz) Ford, Assistant Dean, University of Washington • James Woodward, Sub-District Director, United Steelworkers District 12 III. Changing Benefits by Changing Bargaining - A Story of Collaboration In 2008, Group Health and five unions representing 4500 employees changed their approach to health care and health care bargaining. The result? GHC employees are participating in a value-based plan that could save millions of dollars. Find out more about the plan that changed the landscape for employees at Group Health. <ul style="list-style-type: none"> • Chris Barton, Treasurer, SEIU Local 1199NW • Beth Schindler, Director of Mediation Services, Federal Mediation and Conciliation Service • Michael B. Harrington, Executive Director of Labor Relations, Group Health Cooperative • Chuck Ardingo, Collective Bargaining Representative, UFCW Local 21
2:30 p.m. - 2:45 p.m.	BREAK
2:45 p.m. - 4:00 p.m.	FINAL SESSION And the Arbitrator's Award Goes to... 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. <ul style="list-style-type: none"> • Eric Lindauer, Arbitrator • Sylvia Skratek, Arbitrator • Karl Nagel, Deputy Director, Washington State Labor Relations Office (Moderator)