
NORTHWEST CHAPTER

LEERA

LABOR AND EMPLOYMENT RELATIONS ASSOCIATION

42nd Annual Collective Bargaining & Arbitration Conference



Washington State Convention Center
Seattle, Washington

Thursday, March 28, 2019
Friday, March 29, 2019

PRESENTED BY

Federal Mediation and Conciliation Service
Public Employment Relations Commission



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THURSDAY, MARCH 28

8:00 a.m. – 9:00 a.m. REGISTRATION

9:00 a.m. – 10:15 a.m. KEYNOTE ADDRESS

We Shouldn't Dread Work: The Evolution of Civility Cultured Workplaces

A presentation introducing and offering the 21st century movement of cultivating civility cultured workplaces to address harmful “this is how we do things around here” cultures and norms.

- Rhea Settles, Ed.D, M.NCRP, Educator, Mediator, Liberator, The Civility Zone

10:15 a.m. – 10:30 a.m. BREAK

10:30 a.m. – 12:00 p.m. CONCURRENT WORKSHOPS

I. Activating Civility-Based Conduct Programs in the Workplace

The workplace is a unique and challenging environment that can either wound spirits and kill careers or be a place of joy that values all employees and celebrates diverse contributions and action-based inclusivity. It is the former we continue to feel, see, and witness, often caused by employee-on-employee mistreatment. Workplace culture that cultivates civility conduct as a norm is an effective way to create safe and healthy workplaces. This session is an offering to learn, introspect, and reflect about the need for civility-based conduct programs.

- Rhea Settles, Ed.D, M.NCRP, Educator, Mediator, Liberator, The Civility Zone

II. Current Labor Law Trends

Didn't have time to catch up on all the recent labor news and developments this past year? Don't worry...we've got you covered! This workshop will provide management and union representatives with an overview of the latest labor developments—from *Janus v. AFSCME* to strikes to new labor and employment laws—as well as how these developments are likely to impact both parties at the bargaining table.

- Chris Casillas, Labor Relations Adjudicator/Mediator, Public Employment Relations Commission
- Sarah Cudahy, Executive Director, Indiana Education Employment Relations Board

III. Washington's Paid Family and Medical Leave Act

Starting January 1, 2020, the Washington Paid Family and Medical Leave Act will provide employees with partial wage replacement for family medical and maternity/paternity reasons. Funding for the act is secured through mandatory premiums paid by both employers and employees. This session will explore the laws' obligations and benefits and how those might impact future collective bargaining agreements.

- Gina Comeau, Labor Negotiator, Washington State Human Resources, Labor Relations Section

IV. Potholes, Speed Zones, and Detours: One Labor-Management Relationship That Went from "Teardown Construction" to (Mostly) Smooth Highway

- Moderator: Sean Leonard, Labor Relations Adjudicator/Mediator, Public Employment Relations Commission
- Deb Hartl, Senior Consultant, Employee Resources, Snohomish County PUD #1
- Cassie Martin, Consultant, Employee Resources, Snohomish County PUD #1
- Bob Oberstein, Labor Relations Manager, Snohomish County PUD #1
- Brad Kime, Journeyman Lineman, IBEW Local 77
- Nichole Reedy, Business Representative, IBEW Local 77
- Becky Wright, Business Representative, IBEW Local 77

12:00 p.m. – 1:15 p.m. LUNCH

1:15 p.m. – 2:45 p.m.

CONCURRENT WORKSHOPS

I. Shop Steward Fundamentals

This workshop offers union stewards a refresher on the fundamentals of their work. Topics will include understanding the role and status of union stewards, Weingarten rights, duty of fair representation, and the National Labor Relations Act.

- Taurean (T.J.) Johnson, Commissioner, Federal Mediation and Conciliation Service
- Tom Melancon, Commissioner, Federal Mediation and Conciliation Service

II. Interest Arbitration from the Advocate's Perspective

Washington state allows law enforcement officers, correctional employees, firefighters, transit employees, and some state employees to bring unresolved contract disputes to an arbitrator for a final decision. Topics for this session include recent trends in interest arbitration awards, how to prepare for and present your case, practical considerations, and factors arbitrators consider when making their rulings.

- Otto Klein, Attorney at Law, Summit Law Group
- Alex Skalbania, Attorney at Law, Emmal Skalbania & Vinnedge

III. Representation: U.S. and Canadian Perspectives

The pillar of any collective bargaining system is the right of employees to choose whether to be represented. Just to the north, Canada has a steady collective bargaining system that likewise grants employees the right to choose whether to be represented. This workshop will examine the similarities, differences, trends, and opportunities between U.S. and Canadian representation processes and how those processes support constructive relations between employers and employees.

- Ginette Brazeau, Chairperson, Canada Industrial Relations Board
- Mike Sellars, Executive Director, Public Employment Relations Commission

IV. FMCS Case Updates

Discussion of timely developments, recent cases, and trends in federal mediation.

- Beth Schindler, Regional Director, Federal Mediation and Conciliation Service

2:45 p.m. – 3:00 p.m.

BREAK

3:00 p.m. – 4:30 p.m.

PLENARY SESSION

And the Arbitrator's Award Goes to...

See how well you can predict a grievance arbitrator's award. Hear how the arbitrators would rule on certain cases and why.

- Rich Ahearn, Arbitrator
- Michael Cavanaugh, Arbitrator

4:30 p.m. – 5:30 p.m.

THE HAPPIEST HOUR

Trade in your drink ticket and enjoy a libation while networking with your friends and colleagues!

FRIDAY, MARCH 29

9:00 a.m. – 10:15 a.m.

PLENARY SESSION

Post-McCleary: The Future of Labor Relationships in Washington Public Schools

Nationally, 2018 was the year of public education. This panel discussion focuses on how national disputes, *McCleary v. State*, and the legislative response to *McCleary* have impacted labor relationships in Washington public schools.

- Moderator: Mike Sellars, Executive Director, Public Employment Relations Commission
- Karen Hart, President, SEIU Local 925
- Elyse Maffeo, General Counsel, Public School Employees of Washington, SEIU Local 1948
- Kim Mead, President, Washington Education Association
- Sheryl Anderson Moore, Special Projects/Human Resources, Seattle School District
- Buzz Porter, Attorney at Law, Porter Foster Rorick, LLP

10:15 a.m. – 10:30 a.m.

BREAK

10:30 a.m. – 11:45 a.m.

CONCURRENT WORKSHOPS

I. Organizing Your Team for Bargaining Success

A nuts-and-bolts workshop to help newer bargainers and those taking the lead for the first time create clear and well-organized bargaining records.

- Erin Slone-Gomez, Labor Relations Adjudicator/Mediator, Public Employment Relations Commission
- Katelyn Sypher, Labor Relations Adjudicator/Mediator, Public Employment Relations Commission

II. Life After *Janus*: A Chat About How Things Have Changed

- Moderator: Emily Martin, Labor Relations Adjudicator/Mediator, Public Employment Relations Commission

III. Choosing the Right Technology for Your Negotiation

This workshop will highlight general "do's and don't's" of any labor and employment relations technology assessment, discuss how to map out organizational processes that could be assisted through the use of technology, demonstrate two technology examples that are currently being used in labor negotiations, and discuss how various technologies could fundamentally change the future of collective bargaining.

- Moderator: Javier Ramirez, Director of Field Programs & Innovation, Federal Mediation and Conciliation Service
- Chris Draper, Founder, Trokt Collective Bargaining Platform
- Abhi Adhikari, Creator, Workership

IV. Don't Do Something, Just Stand There: How Understanding Your Own Biases Can Help You Become a Better Negotiator

Experienced negotiators know that their perceptions of the conflict and those of their counterparts on the other side of the negotiation table can sometimes be mirror images. How can we use the knowledge that each side is viewing conflict through a distorted lens to improve our chances for a beneficial outcome? This workshop explores the concepts of Implicit Bias, the Ladder of Inference, Intent vs. Impact, and other topics to help negotiators understand when to act, when to refrain from action, and when to walk away from the table.

- Tom Melancon, Commissioner, Federal Mediation and Conciliation Service
- Ligia Velazquez, Commissioner, Federal Mediation and Conciliation Service

11:45 a.m. – 1:00 p.m.

LUNCH

1:00 p.m. – 2:30 p.m.

CONCURRENT WORKSHOPS

I. What's Really Going On at the Bargaining Table?

What occurs at the traditional bargaining table that stalls or prevents deals from happening? Participate in an enlightening discussion with FMCS Mediators as they share general insights into the destructive behaviors at the table that we all fall victim to at some point in our negotiating career.

- Javier Ramirez, Director of Field Programs & Innovation, Federal Mediation and Conciliation Service

II. Ethics of Negotiating

This session will address ethical issues that attorneys may face during contract negotiations, including the application of the Rules of Professional Conduct (1.5 CLE ethics credits pending).

- Andy Lukes, Attorney at Law, Garvey Schubert Barer

III. PERC Case Updates

This session will examine current issues, decisions, and pending cases before PERC.

- Mike Sellars, Executive Director, Public Employment Relations Commission

2:30 p.m.

END OF CONFERENCE

Register online at www.nwchapterlera.org

Registration Fee

Fee includes a continental breakfast and lunch on both days.

- Register by March 4, 2019 - \$350
- Register after March 4, 2019 - \$375
- Student Rate - \$150

Refunds and Cancellations

Refunds are available for cancellations requested by March 22, 2019, subject to a \$25 cancellation fee. No refunds are available after March 22, 2019.

Contact Registrar

registrar@nwchapterlera.org

LERA Tax ID #91-1289334

The Conference Center, Level 3 Washington State Convention Center

800 Convention Place

Seattle, Washington 98101

Directions available online at www.wsccl.com

Parking

The Washington State Convention Center Parking Garage entrance is located on Eighth Avenue between Pike Street and Seneca Street.

Hotel Information

A limited number of hotel rooms at the conference rate of \$225/night (not including taxes or fees) are available at The Westin Seattle, 1900 Fifth Avenue. Attendees can make room reservations by calling 1-888-627-8513 and requesting the NW LERA/FMCS Collective Bargaining Conference rate. Reservations can also be made online at <https://www.starwoodmeeting.com/Book/LERA2019>.

The cutoff date for rooms at the conference rate is February 25, 2019. After that date, the conference rate may no longer be available.

Continuing Legal Education Credit

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

Privacy Policy

The Northwest Chapter of LERA will not share attendee contact information with other organizations or individuals.

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 registrar@nwchapterlera.org at least five days in advance of the conference.

Conference Materials

Conference materials will be available for attendees to download prior to the start of the conference. Conference attendees will receive an email with instructions for accessing the materials.

WiFi

For your convenience, free WiFi will be available throughout the conference venue.