

REGISTRATION INFORMATION

Register online, by phone or by mail

All registrations must be prepaid.

Location:

The conference will be held in the Business, Education & Psychology Center (BEP 200) on the Highland Heights campus of Northern Kentucky University, just 5 minutes from downtown Cincinnati.

Speakers:

Every effort is made to ensure that the speakers listed in this brochure present their program. In the event of unforeseen circumstances, another speaker of equal quality will be substituted.

Substitutions, Cancellations and Refunds:

Fees will be refunded, minus a \$15 processing fee, if request is made before Wednesday, May 13, 2009. Refunds will not be issued after this date. Substitutions may be sent by calling (859) 572-5600.

REGISTRATION FORM

The Twenty-Seventh Annual Labor-Management Conference

Three easy ways to register:

Online: Navigate to Labor-Management Conference at www.peopleware.net/0971

Phone: Contact the NKU Connect Center at (859) 572-5600

Mail: Make check payable to NKU, include organization and participant names, and send to:

Northern Kentucky University
NKU Connect, Founders Hall 305A
Nunn Drive
Highland Heights, KY 41099

Name(s) _____ Title _____

Organization _____

Address _____

Day Phone _____

Please indicate the number of registrants in each category:

	Number Registrants	Fee
Registration Fee (\$119) (Registration received or postmarked <i>by</i> May 13, 2009)	_____	_____
Late Registration (\$129) (Registration faxed or postmarked <i>after</i> May 13, 2009)	_____	_____
University Student (\$25)	_____	_____

Check Enclosed Company Purchase Order # _____

Visa MasterCard Discover

Card No. _____ Expiration Date _____

Signature _____

Northern Kentucky University
Founders Hall 305A
Nunn Drive
Highland Heights, KY 41099



The Twenty-Seventh Annual Labor-Management Conference

plan to attend... Building Labor-Management Relationships in a New Era

Wednesday, May 20, 2009

If you are involved in: Collective Bargaining, Employment Law, Human Resources, Labor-Management Relations, Labor Unions, Local/State or Federal Government, Management, or Personnel Management

The Twenty-Seventh Annual Labor-Management Conference



Building Labor-Management Relationships in a New Era

Wednesday, May 20, 2009

at NKU NORTHERN KENTUCKY UNIVERSITY

Sponsored by:

Alternative Dispute Resolution Center - NKU

American Arbitration Association
Dispute Resolution Services Worldwide

Federal Mediation & Conciliation Service
Kentucky Labor-Management Conference
National Labor Relations Board
Northern Kentucky University

Building Labor-Management Relationships in a New Era

AGENDA

8:00 – 8:45	REGISTRATION (Continental Breakfast)	BEP 200
8:45 - 9:00	WELCOME	BEP 200
	Dr. John Beehler, Dean, Haile/US Bank College of Business – NKU	
	Lou Manchise, Lecturer of Management – NKU	
	Dan Judy, Commissioner, Federal Mediation & Conciliation Service	
9:00 - 10:00	KEYNOTE PRESENTATION (with Q & A)	BEP 200
	A LIVING LABOR LAW	
	Ms. Wilma Liebman, Chairman	
	National Labor Relations Board (Invited)	
10:00 - 10:15	BREAK	
10:15 – 11:45	CONCURRENT WORKSHOPS	
	Labor Relations & Collective Bargaining in Hard Times	BEP 294
	Legal Update: Key Labor and Employment Law Issues of 2009	BEP 120
	The New FMLA Regulations and Practical Compliance Tips	BEP 314
	2009 Workplace Legislation	BEP 200
11:50 - 12:50	LUNCH	UC CAFETERIA
1:00 - 1:50	KEYNOTE PRESENTATION (with Q & A)	BEP 200
	LABOR RELATIONS IN TOUGH ECONOMIC TIMES	
	Mark Murphy, Fiscal Policy Analyst/Economist	
	AFCME International, AFL-CIO	
1:50 - 2:00 ...	PRESENTATION OF THE LIFETIME ACHIEVEMENT AWARD ..	BEP 200
	Dan Radford, Executive Secretary Treasurer, Emeritus, Cincinnati, AFL-CIO	
	PRESENTATION OF CONFERENCE SCHOLARSHIP	
	Dr. Michael Carrell – Northern Kentucky University	
	REFRESHMENTS AVAILABLE	
2:15 – 3:45	CONCURRENT WORKSHOPS	
	Legal Update: Key Labor and Employment Law Issues of 2009	BEP 120
	Resolving Disputes by Way of a Collective Bargaining Agreement's Grievance Procedure	BEP 294
	Public Sector Labor Relations Update	BEP 200
	The New Frontier in Contract Negotiations-Binding Arbitration for New Unions and Public Safety Unions	BEP 314
3:45 – 4:00	CLOSING REMARKS	BEP 200

CONCURRENT WORKSHOPS

Labor Relations & Collective Bargaining in Hard Times

(Morning Session)

This interactive session will feature a Labor/Management discussion with audience participation on the critical issues which face us in difficult economic times. Whether in periodic labor-management meetings, during the grievance-arbitration procedure, or at the bargaining table, labor and management will face such issues as:

- Shared costs for healthcare coverage
- Restrictions on paid and unpaid lost time
- Wage continuation during periods of shortened work weeks or layoff
- Advance notices
- Flexibility in rule making
- Cross training to enhance multi-tasking during the workday

The presenters do not claim knowledge of the path through the woods, but they will offer their knowledge about crossing the uneven terrain.

Panel Speakers

James K. L. Lawrence, Partner – Frost Brown Todd LLC

Timothy Williams, National Representative – American Federation of Television & Radio Artists

Legal Update *(Morning & Afternoon Sessions)*

This annual workshop examines recent developments under the Americans with Disabilities Act; Title VII, the Age Discrimination in Employment Act; the Family and Medical Leave Act; the National Labor Relations Act; and other statutes and regulations which affect employers, unions, and employees in both the private and public sectors.

Panel Speakers

Robert H. Mitchell, Attorney – Manley Burke LPA

Timothy P. Reilly, Partner – Taft Stettinius & Hollister LLP

The New FMLA Regulations and Practical Compliance Tips

(Morning Session)

This workshop will discuss how employers and unions can improve implementation of the Family & Medical Leave Act, with an emphasis on the 2009 regulations. Participants in this interactive workshop will gain practical tips on how the FMLA was meant to be used, how the courts are interpreting it, and the steps to take to avoid liability from grievances, arbitration, and legal disputes that can result from application of the FMLA

Panel Speakers

Stephen A. Simon, Partner – Tobias, Kraus & Torchia

Jeffrey S. Shoskin, Partner – Frost Brown Todd LLC

2009 Workplace Legislation *(Morning Session)*

This panel will bring you up to date on current legislation affecting the workplace. These experts will provide you with their insight on its impact and practical issues confronting labor management and the National Labor Relations Board.

Panel Speakers

Michael W. Hawkins, Partner – Dinsmore & Shohl LLP

David M. Cook, Partner – Cook Portune & Logothesis

Gary Muffley, Regional Director – National Labor Relations Board, Region 9

CONFERENCE HIGHLIGHTS

Keynote *(Morning Session)*

A Living Labor Law

What direction will the new National Labor Relations Board (NLRB) appointed by President Barack Obama take? The President will fill 3 vacant seats on the NLRB. Wilma Liebman (designated the Chairman by President Obama on January 20) will address the issues awaiting the new board members (once nominated and confirmed), and what she envisions the future may look like.

Keynote Speaker – Invited

Wilma Liebman, Chairman – National Labor Relations Board

Resolving Disputes by Way of a Collective Bargaining

Agreement's Grievance Procedure *(Afternoon Session)*

This workshop will address the grievance procedure, both conceptually and how it often works in practice. William Heekin, the moderator, will begin with a brief overview followed by presentations given by panel speakers.

Moderator

William C. Heekin, Arbitrator and Director of the Arbitration and Mediation Service (AMS)

Panel Speakers

Robert D. Fritz, Human Resources, GE Aviation

Mark Coad, Human Resources, GE Aviation

UAW Representative

IAM Representative

Public Sector Labor Relations Update *(Afternoon Session)*

The panel will discuss current developments taking place in the collective bargaining process between governmental entities and public sector labor unions, and the evolving relationships between public employees and their governmental employers.

Panel Speakers

Peter M. McLinden, Esq., Cincinnati Regional Director – AFSCME, Ohio Council 8, AFL-CIO

Hilary Bohannon, Director of Human Resources – City of Cincinnati

The New Frontier in Contract Negotiations – Binding Arbitration for New Unions and Public Safety Unions

(Afternoon Session)

The United States Congress will likely pass two sweeping acts of legislation in the next few years. These bills are currently known as the Employee Free Choice Act and the Public Safety Employer-Employee Cooperation Act. The Employee Free Choice Act will provide for mandatory arbitration for all new unions in the process of negotiating their first labor agreement. This law will have an enormous impact in both the public and private sectors. The Public Safety Employer-Employee Cooperation Act will provide for binding arbitration at the conclusion of negotiations of public safety labor agreements in those states that do not already maintain state laws for that purpose. This law will have a huge impact on public safety forces in Kentucky and Indiana, where collective bargaining laws are not as progressive as those currently found in Ohio. This exciting workshop will explore these new pieces of legislation and help both union and management representatives “get ahead of the ball” before these laws are passed.

Panel Speakers

Steve Lazarus, Attorney – Hardin, Lazarus, Lewis & Marks LLC

Donald L. Crain, Partner – Frost Brown Todd LLC

James Noll, Vice President – American Arbitration Association

Tobie Braverman, Arbitrator

Keynote *(Afternoon Session)*

Labor Relations in Tough Economic Times

Mr. Murphy will discuss the challenges faced by today's economy, the effect on the processes of collective bargaining, and cooperative labor-management relationships.

Keynote Speaker

Mark Murphy, Fiscal Policy Analyst/Economist – AFSCME International, AFL-CIO