

NATIONAL LABOR-MANAGEMENT CONFERENCE

August 21-23 | The Hilton Chicago | Chicago, IL 60605

2018

NATIONAL LABOR-MANAGEMENT
CONFERENCE



FMCS | FEDERAL MEDIATION &
CONCILIATION SERVICE

**SOLUTIONS FOR TODAY.
VISION FOR TOMORROW.**

SOLUTIONS FOR TODAY. VISION FOR TOMORROW.

The FMCS National Labor-Management Conference is the place for labor relations practitioners to get the most up-to-date information about sectoral trends, practical bargaining tools, and broad networking opportunities.



LEARN from a lineup of distinguished leaders in labor and management with strategic analyses on recent developments and major trends.



PROBLEM-SOLVE at workshops that focus on practical, real-life situations and provide solid, tested solutions from the people who have overcome the challenge.



NETWORK with fellow professionals in labor relations from around the country and around the world.



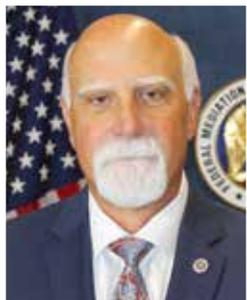
PLAN for tomorrow with advice from experts and leaders who are one step ahead, leading the trends and mapping the paths to labor-management partnership and success for their organizations.

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FMCS expresses great appreciation to the members of the 2018 National Labor-Management Conference Planning Committee who helped shape the structure and content of this year's conference. Committee Co-Chairs: Heather Brown and Javier Ramirez. Program Committee: John Arnold, Scot Beckenbaugh, David Born, Carolyn Brommer, Heather Brown, Richard Giacalone, Jamie Haag, Valerie Harragin, Gary Hattal, Isael Hermosillo, Thomas Jeffery, Marcus Lawson, Lynda Lee, Greg Raelson, Javier Ramirez, Beth Schindler, Krystal Smith, and Kimberly Ayers Warren. Thank you to the countless individual contributors within FMCS for their special contributions, which have helped tremendously in the planning and execution of our 2018 National Labor-Management Conference.

DIRECTOR'S MESSAGE



Dear Labor Relations Professional:

Welcome to the 2018 FMCS National Labor-Management Conference focusing on Labor-Management Cooperation: Solutions for Today, Vision for Tomorrow.

At FMCS, we have a front row seat witnessing the changes and trends in labor relations, conflict resolution and collective bargaining. The labor and management community in 2018 is facing changing - times, case law, and attitudes about collective bargaining and employee representation. Employers and Unions are constantly adjusting to these changes. This conference will address many of these trends and offer practical commentary, suggestions, and solutions.

More than 70 years ago, Congress recognized that while workplace conflict is inevitable, disruptive work stoppages need not be. Managing and preventing conflict was viewed as the best way to avoid the adverse economic effects of labor disputes. Congress created the Federal Mediation and Conciliation Service (FMCS or the Agency) in the Taft-Hartley Act, as an independent agency, thus removing the former U.S. Conciliation Service from the Department of Labor to ensure that FMCS mediators would be objective and acceptable to management and labor. FMCS has no regulatory authority and does not enforce any laws. It was created with one explicit mission: "to assist parties to labor disputes in industries affecting commerce to settle such disputes through conciliation and mediation."

Everyone acknowledges that good labor-management relationships, collaboration, and pragmatic problem solving between companies and their workers not only prevents disputes, but also contributes significantly to increased competitiveness, job growth, and enhanced economic well-being for both businesses and workers.

This year's conference will feature scores of workshops, panels, and plenary sessions focusing on new rules of the road for labor relations practitioners and new workplace challenges. Practitioners, parties, and experts will share their insights, as well as practical tools and techniques for addressing:

- **Bargaining challenges posed by new workplace issues**
- **Innovative solutions for health care and pension benefits bargaining**
- **Labor-management success stories with winning examples of how it's done**
- **Innovative, expedited bargaining techniques**

Attending the 2018 NLMC offers information-packed workshops, panels and plenaries, and provides the opportunity to meet other attendees, speakers, and government officials. We hope everyone takes advantage of all the benefits and opportunities provided from assembling hundreds of labor and management practitioners to share experiences and lessons learned.

RICHARD GIACOLONE
Director, FMCS

IMPORTANT INFORMATION



CONFERENCE MOBILE APP

Download the mobile app to your iPhone, iPad, or Android device for convenient access to workshop listings, at-a-glance schedules, speaker bios, session presentations, maps, and more. The app is available for download from the App Store and on Google Play. Search app stores for CrowdCompass AttendeeHub and select FMCS NLMC 2018. App assistance is available at the Help Desk.



CONNECT TO WI-FI

Complimentary Wi-Fi is available in the conference space.
Network Name: FMCS NLMC
Password: FMCSatwork18



REGISTRATION AREA HELP DESK

Need something? Lose something? See us at the Help Desk! The Help Desk will be at the Registration area for the duration of the conference. If you have lost an item, need to have your name badge re-printed, or have any conference needs, just ask us!



#FMCSATWORK

Be sure to tweet your comments and photos during the conference. Please use the conference hashtag #FMCSatWork and follow us on Twitter, like us on Facebook, and subscribe to our YouTube channel to view post conference highlights.



EXPLORE FMCS

Our team will be available to share information on our services such as Grants, and Arbitration Services, and provide an assessment of your Labor-Management group. If you participate in a Labor-Management group meeting process (Committee/Forum/Council) etc., visit the booth in the Registration area for a 60-Second Labor-Management Health Check! Take a quick 10-question survey to get an FMCS committee effectiveness assessment of your group. You can get contact information for mediators in your local area and schedule complimentary training to give your L/M meetings an effectiveness "tune-up."



CONFERENCE EVALUATION

Help us make your next experience great! Please be sure to provide your thoughts and feedback and complete our conference evaluation via the conference mobile app, or on the Web at [surveymonkey.com/r/NLMC2018](https://www.surveymonkey.com/r/NLMC2018)



CONTINUING EDUCATION CREDITS

The Illinois MCLE Board has approved 13 workshops for up to 8.0 total Continuing Legal Education credits. Individuals seeking CLE credits through any other state will need to apply for CLE credit on their own. FMCS will provide a Certificate of Attendance via email within 10 business days following the conference.



FMCS NLMC 2018 is valid for 8 PDCs for the SHRM SHRM-CPSM or SHRM-SCPSM. The NLMC is pre-approved by HRCI for 8 General credits towards a aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification. To earn either of the HR credits, simply stop by the Continuing Education Credits booth at the conference to sign in. The HRCI and SHRM activity IDs will be provided to attendees via email within 10 business days of the conference.

If you have any questions about CLE credits, please email ContEd@fmcs.gov.



TUESDAY / AUGUST 21

7:30-8:30 a.m. **Continental Breakfast and App Demonstration**
INTERNATIONAL BALLROOM

8:30-9:30 a.m. PLENARY
INTERNATIONAL BALLROOM

Presentation of Colors
U.S. Armed Forces

National Anthem
Emma Kashanitz, Taylor Mondragon; Victor J. Andrew High School

Opening Remarks
Richard Giacolone, Director, FMCS

Welcome to Chicago
The Honorable Rahm Emanuel, Mayor of the City of Chicago; Robert Reiter, President, Chicago Federation of Labor; Kate Shindle, President, Actors' Equity Association

9:30-10:00 a.m. MORNING BREAK - CONTINENTAL LEVEL

10:00-11:30 a.m. PROGRAMS/WORKSHOPS

Collective Bargaining Series: Traditional Bargaining (CLE)
John Gray, FMCS; Kevin Hawkins, FMCS
SALON 3

Collective bargaining in today's environment is challenging. Improved negotiation skills can increase your odds of achieving a collective bargaining agreement that meets the needs of both sides. Participants will learn the basics of the collective bargaining process and table dynamics, and identify strategies and skills to increase their odds not only for success at the table, but also for a productive labor-management relationship. Participants will leave with an understanding of proposal gathering, initial exchange, volleys, packaging, and the management of stakeholder dynamics that affect the entire process.

★ This session is approved for 1.5 CLE Credits

Dealing Positively with Difficult Behaviors
Gary Hattal, FMCS; Tom Melançon, FMCS
CONTINENTAL BALLROOM B

What causes toxic behaviors in the workplace? How can we define and categorize these behaviors to help us understand and deal with them more effectively? This workshop provides specific tips and strategies for addressing interpersonal challenges in the workplace. Participants will come away with skills and practical actions to address these challenges and build greater team cohesiveness, better relationships and increased productivity.

10:00–11:30 a.m.

Innovations in Training for an Evolving Health Care System

Selena Griffin-Mahon, Bronx Lebanon Hospital Center; Dwight Chambers, BronxCare Health System; Alizata Traore, BronxCare Health System; Samir Fayyaz, 1199 SEIU Training & Employment Fund; Rebecca Hall, 1199 SEIU Training & Employment Funds; Estela Vazquez, 1199 SEIU; Kathy Murray-Cannon, FMCS
SALON 1

In the American labor lexicon, apprentices are generally more associated with hammer and nails than health care. 1199 SEIU Training and Employment Funds (TEF) is changing that model with their groundbreaking Registered Apprenticeship Program. The TEF pilot apprenticeship program is a collaborative effort of the Union, BronxCare Health System, The City of New York, The New York Alliance for Careers in Health Care (NYACH), the Health Care Career Advancement Program (H-CAP), and LaGuardia Community College (CUNY). Hospital workers are trained to become community health workers, connecting the local community with medical and social services.

Post-Traumatic Stress Disorder in the Workplace

Brian Clauss, Veterans Legal Support Center and Clinic; John Mundt, Ph.D., Veterans Affairs Medical Center; Israel Nuñez, FMCS; Scott Blake, FMCS

CONTINENTAL BALLROOM C

Post-Traumatic Stress Disorder (PTSD) affects thousands of workers across the country. Not just transitioning service members and veterans dealing with trauma, but people severely impacted by a distressing event, the victims of PTSD extend beyond the physically injured and their families. As the awareness of the disorder increases, so too do the questions concerning its effects; how to best recognize the challenges associated with PTSD, and how to appropriately accommodate and support people suffering from a traumatic experience. This workshop will discuss the emotional impact on workers and the workplace from fatal accidents, workplace violence, and military service-connected events. A panel of experts will discuss the current research on PTSD and offer practical knowledge on how to respond to employees with behavioral health concerns related to a traumatic incident. With a greater understanding of what PTSD is—and isn't—Employers and Unions can help ensure that workers are provided a safe and supportive environment for them to cope with their trauma and be productive.

Tailoring Your Bargaining Model for Negotiations Success: Lockheed Martin & UAW

Jay Sumner, Lockheed Martin; Adam Stevenson, United Auto Workers; Mike Franczak, FMCS

SALON 2

Facing the challenge of applying a non-traditional approach to negotiations in a traditional manufacturing environment, these parties—with assistance from FMCS—successfully wove together elements of interest-based, affinity, and other collaborative tools to form their very own model of “issue-based” negotiations. In this session you will see how one group was able to incorporate FMCS training to create a negotiation model and outcome uniquely their own.

Understanding the Civility Spectrum in the Workplace (Diversity & Inclusion CLE)

David Yamada, Suffolk University Law School; Ligia Velazquez, FMCS; Denise McKenney, FMCS

CONTINENTAL BALLROOM A

The workplace can either be a toxic and dangerous place rife with bullying, harassment, and conflict, or an environment where employees are respectful and considerate in their interactions with one another, as well as with customers, clients, and the public. We will discuss the impact of the workplace culture on productivity and collaboration, how to recognize and diminish incivility in the workplace, and what you can do to promote a culture of courtesy, respect, and collaboration.

★ This session is approved for 1.50 Diversity & Inclusion CLE Credits

11:45 a.m.–1:15 p.m.

Lunch Plenary: Campaign of Hope with UAW/FORD

Bill Eaddy, United Auto Workers; Lisa Sabourin, Ford Motor Company; Carolyn Brommer, FMCS

INTERNATIONAL BALLROOM

The Campaign of Hope is a joint UAW-Ford initiative aimed at raising awareness about opioids and providing support to our employees and their families. This event brings together experts in the field of law enforcement, community health and recovery to help understand the challenges of this epidemic. In addition to the Campaign of Hope, UAW-Ford has a joint leadership group that has taken initiatives to raise awareness of the opiate epidemic.



CITY OF CHICAGO LABOR MANAGEMENT COOPERATION COMMITTEE

Co-Executive Directors: Edward M. Hogan, Esq.,

Hogan, Marren, Babbo & Rose, 321 N. Clark St., Suite 1300, Chicago, IL 60654, 312-946-1800

Carol Hamburger, Deputy Comptroller, City Of Chicago



1:30–2:45 p.m.

CALM: Cooperative Agreement Labor and Management

Ken Rueter, UCOR; Mel Schuster, CALM; Charlie Woody, Knoxville Building & Construction Trades Council; Peter Cheng, FMCS; Matt Cockroft, FMCS

SALON 2

This is a 2017 FMCS Grant winner. The Uranium Processing Facility at Y-12 National Security Complex in Oak Ridge, Tennessee is recognized as the largest construction project in State history. Beginning in May 2017, representatives from CALM, the Knoxville Building and Construction Trades Council, CNS/UPF and UCOR came together to draft a proposal aimed at securing a grant from FMCS. Since being awarded the grant in September, 2017 this collection of employers, local schools, and trade unions are working together through a non-profit labor management program to develop, promote and advance the involvement of qualified minority and/or female applicants, to promote positive labor-management initiatives, and to develop increased construction job opportunities, apprenticeship and advanced skill training, and safety education; all in an economically challenged eight-county region of Eastern Tennessee.

Making the Decisions That Make the Deal

John Gray, FMCS; Rosa Tiscareno, FMCS

SALON 3

This program explores what's really going on cognitively during the decision-making process and how advocates and neutrals can positively influence both team and individual decision making for better and more efficient outcomes. During any settlement process, be it collective bargaining or individual disputes there's a series of decisions that have to be made. These decisions and the process in which they are made are critical to your success or failure. By enhancing your understanding of decisional dynamics you'll be equipped with the tools to effectively lead and influence others through the difficulties of high stakes decision making.

1:30-2:45 p.m.

Civility & Ethics (Legal Ethics CLE)

Lisa Moss, Carmell Charone Widmer Moss & Barr; Alan Symonette, Symonette ADR Services; Joseph Torres, Winston & Strawn, LLP; Pearl Zuchlewski, Kraus & Zuchlewski; Lane Harstad, FMCS SALON 4

This program will help attorneys and other advocates maximize success when representing clients in labor and employment disputes, emphasizing best practices and common ethical issues arising under the ABA model rules. An expert panel of arbitrators and lawyers will discuss best practices for arbitration of grievances and statutory employment claims and will provide you with proven strategies to maintain clear lines and avoid ethical pitfalls.

★ This session is approved for 1.25 Legal Ethics CLE Credits

Bargaining Across Generations (Diversity & Inclusion CLE)

Gary Hattal, FMCS; Rachel Lev, FMCS

SALON 1

Tackling generational dynamics in the context of collective bargaining: Bargaining in a mixed-generation workplace with divergent interests regarding wages, health care, retirement, leave, work schedules, etc. can make it difficult for bargaining teams to make group decisions, reach agreements, and get those agreements ratified. This workshop will discuss common generational dynamics as well as tools for including, motivating, and balancing the interests of different generational cohorts—tapping into the diversity, encouraging participation, supporting ratification efforts, and working productively with multi-generational committees and membership.

★ This session is approved for 1.25 Diversity & Inclusion CLE Credits

2:45-3:00 p.m.

AFTERNOON BREAK - SALON LEVEL



**COLLABORATION.
PROFESSIONALISM.
RESPECT.**

These are the words that come to mind when we describe the working relationship we have with the national and local union leaders who represent our employees. Together, we provide our customers with safe, reliable service every day, all day.



**SERVICE. ONE MORE WAY
WE KEEP LIFE FLOWING.**



AMERICAN WATER

WE KEEP LIFE FLOWING™

3:00-4:15 p.m.

PROGRAMS/WORKSHOPS

Making Conflict Work

Peter Coleman, Columbia University; John Gray, FMCS

SALON 1

Nationally-recognized expert Peter Coleman, of Columbia University, will provide employer and union representatives with a set of practical conflict management techniques supported by the research presented in his groundbreaking book, *Making Conflict Work*. To maximize the value of this session, and to learn more about yourself and how you deal with conflict, take professor Coleman's self-assessment at conflictintelligence.org

Oh, I Didn't Know That Could Happen

Scot Beckenbaugh, FMCS; Peter Donatello, FMCS; Isael Hermosillo, FMCS; Kathy Murray-Cannon, FMCS; Barbara Rumph, FMCS

SALON 2

In a lively, interactive setting, participants will predict the possible outcomes of some common bargaining predicaments. While presented as hypotheticals (with names changed to protect the innocent!), the scenarios will reflect actual bargaining situations. There are no right or wrong answers, but the discussion will reveal the unanticipated consequences of choices made.

Collective Bargaining Series: Collaborative Bargaining (CLE)

Doug Corwon, FMCS; Tom Jeffery, FMCS

SALON 3

This workshop will review several different models of collaborative bargaining to enhance problem-solving and make negotiations less adversarial. These alternative ways to bargain are aimed at creating a non-hostile environment wherein parties - rather than focusing on wielding power and winning - work together to meet their collective needs and produce a mutually beneficial result. We will examine the people and process dynamics that make these alternative bargaining models viable and effective.

 This session is approved for 1.25 CLE Credits

Dealing with Unethical Practices in Labor Arbitration (Legal Ethics CLE)

Margaret Angelucci, Asher, Gittler & D'Alba, Ltd.; James Franczek, Franczek Radelet; Steve Millen, FMCS; Dan Nielson, Mediator/Arbitrator; Arthur Pearlstein, FMCS

SALON 4

What are the ethical obligations of an Arbitrator? As an advocate, what do you do if you think that there has been a violation? This panel of professional arbitrators and advocates will use hypotheticals, advisory opinions, and real cases to lead discussion and analysis of key provisions of the Code of Professional Responsibility. The panel will help workshop participants gain a greater understanding of what constitutes an ethical violation, and of best practices for advocates who believe a violation has occurred.

 This session is approved for 1.25 Legal Ethics CLE Credits



NETWORKING RECEPTION

AUGUST 21, 5-7 P.M. / NORMANDIE LOUNGE

Please take time to get to know FMCS staff, meet and greet old colleagues and new acquaintances, or just enjoy the food and ambiance. Dress is business casual and a conference badge is required for entry.



WEDNESDAY / AUGUST 22

7:30-8:30 a.m. **Continental Breakfast**
INTERNATIONAL BALLROOM

8:30-9:30 a.m. PLENARY
The Power of Nice: How to Negotiate So Everyone Wins - Especially You!
Ron Shapiro, Expert Negotiator and Best-Selling Author; Javier Ramirez, FMCS
INTERNATIONAL BALLROOM

Our world of collective bargaining is not one-and-done; it is a process, not an event. We have the delicate balance of negotiating good deals and maintaining long-term functioning relationships. *New York Times* best-selling author, sports agent, expert negotiator, attorney, business leader and educator, Ron Shapiro will share his 50 years of experience negotiating WIN-win deals. From his best-selling book the *The Power of Nice: How to Negotiate So Everyone Wins—Especially You!*, Shapiro will discuss two tools within his systematic approach to WIN-win negotiations—Preparing for difficult negotiations and Probing for ideal outcomes. Shapiro will also discuss the methods and importance of building relationships for long-term success in negotiations, business, and life.

9:30-10:00 a.m. MORNING BREAK - CONTINENTAL LEVEL

10:00-11:30 a.m. PROGRAMS/WORKSHOPS
Addressing New Technology in the Workplace: Skills, Job Descriptions, and the CBA
Chris Wagoner, IAMAW; John Leemann, IUOE Local 158; Robert Shaw, IUOE Local 15D;
Cindy Jeffries, FMCS
CONTINENTAL BALLROOM B

Use of drones, robotics, 3D printers and more! Jobs and job requirements are changing to reflect big changes in the workplace. Many employers and unions are working together to prepare workers for the future. This panel will discuss collaborative proactive approaches to the implementation of robotics and other forms of automation and the challenges it presents on the job and in negotiations.

Collective Bargaining Series: Affinity & Beyond (CLE)
Steve Kessler, FMCS; Rosa Tiscareno, FMCS; Christy Yoshitomi, FMCS
SALON 3

Imagine resolving your economic issues in a financially-strained environment in hours, not days or weeks! Parties using the FMCS-developed Affinity Model of Collaborative Bargaining have repeatedly done just that. This highly creative and innovative model of bargaining uses collaborative principles, “group-sourced” idea identification, and discussion-based evaluation to reach tentative agreements on both non-economic AND economic issues in record time—all while enhancing the labor-management relationship and allowing for meaningful input from the collective voices of all bargaining team members! Join this interactive, hands-on session to learn how you can experience a more dynamic bargaining process.

★ This session is approved for 1.5 CLE Credits

10:00–11:30 a.m.

Good News from the VA

Stephen Black, St. Cloud VA Health Care System; Karen Rupp, St. Cloud VA Health Care System; Karen Rupp, St. Cloud VA; Cheryl Thieschafer, St. Cloud VA Health Care System; Steve Millen, FMCS
SALON 1

The St. Cloud VA (in St. Cloud, MN) and AFGE, Local 390 will share how their relationship is thriving, following participation in a Relationship-by-Objective (RBO) training provided by FMCS. Participants will hear about the dramatic transition from a deeply troubled relationship to their much improved current relationship: Successes, challenges, and shared future goals.

Strategy & Ethics in Online Dispute Resolution (Legal Ethics CLE)

Chris Draper, Trokt; Chris Small, Polis; Tom Olson, FMCS

SALON 2

What are the advantages, challenges, strategies, and ethics around Artificial Intelligence (AI) and online Dispute Resolution?

★ This session is approved for 1.50 Legal Ethics CLE Credits

Manufacturing Relationships

John Bean, Cummins Inc.; Margo Rout, Cummins Inc.; Casey Clark, Diesel Workers Union; Daniel Steward, Diesel Workers Union; Kelvin Tippit, Cummins Inc.; Conrad Bowling, FMCS; David McInstosh, FMCS

CONTINENTAL BALLROOM A

Panel interview/dialogue regarding the union and management points of view from before, during and after their recent RBO experience.



FMCS SALUTES THE

CHICAGO FEDERATION OF MUSIC

and thanks its members for the generous contribution of their time and talents to the National Labor-Management Conference.

10:00–11:30 a.m.

Health Care in the Law and in the Workplace (CLE)

Barbara Lichtman, FMCS; Chris Heinz, Heinz Strategies; Bonnie Summers, Blue Cross Blue Shield Association; David Brenner, Segal Consulting; Andrew Sherman, Segal Consulting

CONTINENTAL BALLROOM C

In the workplace, and the bargaining table, and even in our national politics, health care continues to be a complicated and vexing subject. Regardless of the complexities, parties need to continue to understand and focus efforts in negotiating and managing health care benefits. Come hear a panel of experts from the frontline in the public sector, private sector, and health care legislation talk about these challenges and innovative ways to meet them.

 **This session is approved for 1.5 CLE Credits**

11:45 a.m.–1:00 p.m.

Lunch Plenary

R. Alexander Acosta, U.S. Secretary of Labor

INTERNATIONAL BALLROOM

1:15–2:30 p.m.

PROGRAMS/WORKSHOPS

Brewing Up a Great Labor–Management Relationship

John Holub, UAW 2308 MillerCoors; Denise Quinn, MillerCoors Trenton Brewery; Carolyn Brommer, FMCS SALON 3

MillerCoors Trenton Brewery plant manager Denise Quinn & UAW Chairman John Holub have had a successful working relationship for 26 years, navigating numerous obstacles such as automation. To quote the *New York Daily News*, “An Ohio brewery has a recipe to make America great again, and all it calls for is a dash of Midwestern practicality mixed with a healthy dose of worker empowerment. Sprinkle it with union–management cooperation and top it off with the secret sauce: trust.”

Collaborating for Wellness Improvements and Health Care Savings

Ed Hogan, Hogan Marren Babbo & Rose, Ltd.; Robert Reiter, Chicago Federation of Labor; Joan Coogan, City of Chicago; Carol Hamburger, City of Chicago; David Born, FMCS

SALON 1

The Chicago LMCC, consisting of representatives from the City of Chicago and about 20 unions with City labor contracts, oversees health care coverage for approximately 35,000 union and non-union employees in a health plan that covers a total of 56,000 lives. Despite a change in City administrations and a challenging budget situation, the Committee has made major strides toward accomplishing its stated goals of holding the line on health care costs, maintaining a comprehensive health plan, and promoting wellness. Working collaboratively, the Committee has been able to keep premium increases down even while adding and improving benefits!

Artificial Intelligence and Automation in the Future: Are You Ready for the ‘4th Industrial Revolution?’

Garry Mathiason, Littler Mendelson; Valerie Harragin, FMCS

SALON 2

Experts predict that the age of artificial intelligence (AI), robotics, nanotechnology and self-driving vehicles will profoundly change the workplace – in good and bad ways. Hear from an expert in this emerging field of what the so-called “4th Industrial Revolution” will mean for not only for the future of labor negotiations, but for business, labor, and society.

When to Settle/When to Arbitrate (CLE)

Jeff Jacobs, Wilkerson & Hegna; Laura Shepard, FMCS; Arthur Pearlstein, FMCS

SALON 4

This panel focuses on issues that advocates should think about when deciding whether to go forward or settle a case, with perspectives from leading arbitrators and FMCS mediators. The target audience of labor advocates should take away insights and perspectives to help them more effectively handle grievances and understand how they can best use FMCS grievance mediation.

 **This session is approved for 1.25 CLE Credits**

2:30–2:45 p.m.

AFTERNOON BREAK – SALON LEVEL

2:45–4:00 p.m.

PROGRAMS/WORKSHOPS

Future of Labor Arbitration (CLE)

Marty Malin, Chicago-Kent College of Law; Todd Nierman, Ogletree Deakins, P.C.; Barbara Quindel, Hawks Quindel; Arthur Pearlstein, FMCS

SALON 4

This panel focuses on existing and likely trends that may dramatically impact the world of labor arbitration, including increasing emphasis on making the process less expensive, increased use of technology, recruiting and handling party acceptability of new arbitrators to replace a diminishing, much older generation, grievance arbitration trends in the right-to-work context, and other developments. Audience are party representatives frequently involved in arbitration as well as arbitrators. The takeaway is raised awareness and shared considerations as all involved try to stay ahead or at least keep up with major trends.

★ This session is approved for 1.25 CLE Credits

Legal Updates (CLE)

Alexander Colvin, Cornell University; Josh Ditelberg, Seyfarth Shaw LLP; William A. Widmer, III, Carmell Charone Widmer Moss & Barr; John Weathers, FMCS

SALON 2

Janus? Epic? Boeing? From agency shop to mandatory arbitration clauses to work rule standards, the Supremes and the Board have been busy recently making big changes to the labor/management landscape. This panel of labor and employment law experts will discuss the implications for your workplace on a number of key decisions.

★ This session is approved for 1.25 Legal Ethics CLE Credits

Multiemployer Defined Benefit Pension Plans: The Road Ahead (CLE)

David Blitzstein, Blitzstein Consulting; Todd Nierman, Ogletree Deakins, P.C.; Bruce Perlin, Pension Benefit Guaranty Corporation; John Redmond, Segal Consulting; Jennifer Nitschke, FMCS

SALON 1

With the possible exception of health care, no single issue is playing a greater role in driving conflict “at the table” than pension benefits. What is the place for defined benefit multiemployer pensions funds in our future? Is there a unifying labor and management perspective? Join this critical discussion with a panel of experts to learn about the PBGC multiemployer program financial situation and the actuarial perspective on understanding plan risks and developing a plan management policy. We will also be presenting a case study demonstrating a bargained solution for a multiemployer plan facing funding concerns.

★ This session is approved for 1.25 CLE Credits

The Psychology of Collective Bargaining: How the Research on Human Behavior Can Help You Get a Better Deal

Carolyn Brommer, FMCS; Beth Schindler, FMCS; Valerie Harragin, FMCS

SALON 3

This session will provide information on what research teaches us in relation to neuroscience, human behavior and how those dynamics play out in the collective bargaining process. We will identify key psychological barriers to a productive negotiation process and share strategies that will best position you and your client to have a successful bargaining experience. The session will include research-based information and real-life experience through interactive dialogue.

4:15–5:00 p.m.

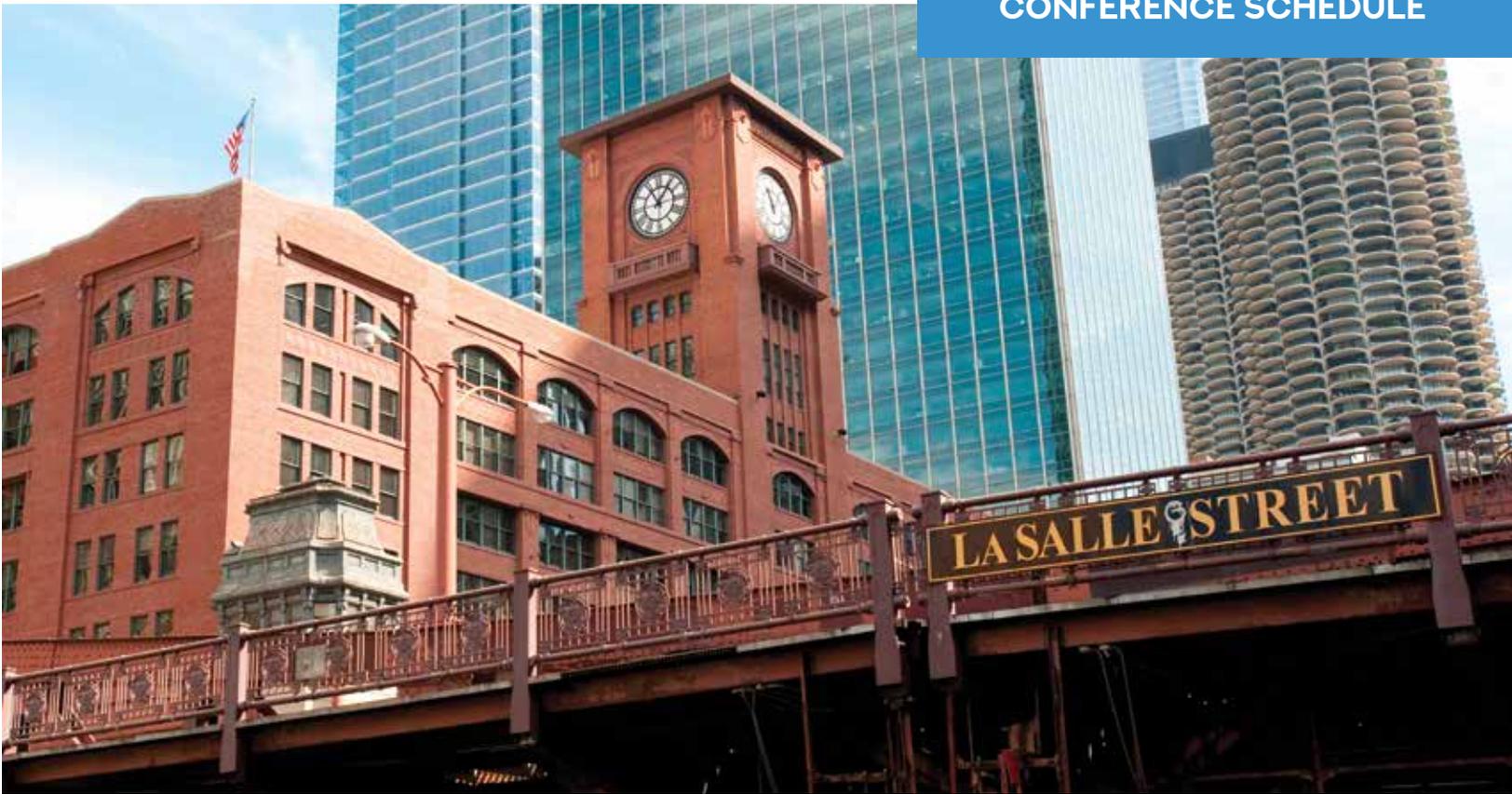
PLENARY

Men and the #MeToo Movement: Answering the Call and Moving from Silence to Support

Gabrielle Carteris, SAG-AFTRA; Ted Bunch, A CALL TO MEN

INTERNATIONAL BALLROOM

What is the role of men in the #MeToo and #TimesUp movement? SAG-AFTRA president Gabrielle Carteris will engage in conversation with Ted Bunch, co-founder of the not-for-profit organization, A CALL TO MEN on issues of manhood, male socialization, and its intersection with violence, and preventing violence against all women and girls.



THURSDAY / AUGUST 23

7:30–8:30 a.m. **Continental Breakfast**
GRAND BALLROOM

9:00–11:15 a.m. PLENARY

Me Too Movement

Gabrielle Carteris, SAG-AFTRA, Sarah Lyons, UNITE HERE Local 1; Marylyn, SEIU; Roushaunda, UNITE HERE Local 1; Alejandra Valles, SEIU United Service Workers West; Cathy Ventrell-Monsees, EEOC
GRAND BALLROOM

From movie sets to service employees, from boardrooms to the factory floor, there is no sector of the workforce that hasn't felt the impact of the #MeToo movement. Sexual harassment is not new, but heightened awareness and the demand for change give employers, unions, and government agencies the opportunity—and responsibility—to take active steps. Facilitated by EEOC's Cathy Ventrell-Monsees, come hear some of this movement's strongest and most inspiring advocates speak about how employers, unions, legislators, and community at large can work together to create a safe and supportive workplace for all.

9:30–9:45 a.m. MORNING BREAK - GRAND BALLROOM

11:15–11:30 a.m. **Director's Closing Remarks**
Richard Giacolone, FMCS
GRAND BALLROOM

AT-A-GLANCE SCHEDULE

TUESDAY / AUGUST 21

TIME	EVENT TYPE	LOCATION	PROGRAM/WORKSHOP TITLE	PG.
7:30-8:30 A.M.	BREAKFAST	INTERNATIONAL BALLROOM	CONTINENTAL BREAKFAST AND APP DEMONSTRATION	5
8:30-9:30 A.M.	PLENARY	INTERNATIONAL BALLROOM	OPENING REMARKS; WELCOME TO CHICAGO	5
10:00-11:30 A.M.	PROGRAMS / WORKSHOPS	CONTINENTAL BALLROOM A	UNDERSTANDING THE CIVILITY SPECTRUM IN THE WORKPLACE (DIVERSITY & INCLUSION CLE) ☆	6
		CONTINENTAL BALLROOM B	DEALING POSITIVELY WITH DIFFICULT BEHAVIORS	5
		CONTINENTAL BALLROOM C	POST-TRAUMATIC STRESS DISORDER IN THE WORKPLACE	6
		SALON 1	INNOVATIONS IN TRAINING FOR AN EVOLVING HEALTH CARE SYSTEM	5
		SALON 2	TAILORING YOUR BARGAINING MODEL FOR NEGOTIATIONS SUCCESS: LOCKHEED MARTIN & UAW	6
		SALON 3	COLLECTIVE BARGAINING SERIES: TRADITIONAL BARGAINING (CLE) ☆	5
11:45 A.M.-1:15 P.M.	LUNCH/ PLENARY	INTERNATIONAL BALLROOM	CAMPAIGN OF HOPE WITH UAW/FORD	6
1:30-2:45 P.M.	PROGRAMS/ WORKSHOPS	SALON 1	BARGAINING ACROSS GENERATIONS (DIVERSITY & INCLUSION CLE) ☆	9
		SALON 2	CALM: COOPERATIVE AGREEMENT LABOR AND MANAGEMENT	8
		SALON 3	MAKING THE DECISIONS THAT MAKE THE DEAL	8
		SALON 4	CIVILITY & ETHICS (LEGAL ETHICS CLE) ☆	9
3:00-4:15 P.M.	PROGRAMS/ WORKSHOPS	SALON 1	MAKING CONFLICT WORK	10
		SALON 2	OH, I DIDN'T KNOW THAT COULD HAPPEN	10
		SALON 3	COLLECTIVE BARGAINING SERIES: COLLABORATIVE BARGAINING (CLE) ☆	10
		SALON 4	DEALING WITH UNETHICAL PRACTICES IN LABOR ARBITRATION (LEGAL ETHICS CLE) ☆	10
5:00-7:00 P.M.	NETWORKING RECEPTION	NORMANDIE LOUNGE		10

WEDNESDAY / AUGUST 22

TIME	EVENT TYPE	LOCATION	PROGRAM/WORKSHOP TITLE	PG.
7:30-8:30 A.M.	BREAKFAST	INTERNATIONAL BALLROOM	CONTINENTAL BREAKFAST	11
8:30-9:30 A.M.	PLENARY	INTERNATIONAL BALLROOM	THE POWER OF NICE: HOW TO NEGOTIATE SO EVERYONE WINS—ESPECIALLY YOU!	11
10:00-11:30 A.M.	PROGRAMS / WORKSHOPS	CONTINENTAL BALLROOM A	MANUFACTURING RELATIONSHIPS	12
		CONTINENTAL BALLROOM B	ADDRESSING NEW TECHNOLOGY IN THE WORKPLACE: SKILLS, JOB DESCRIPTIONS, AND THE CBA	11
		CONTINENTAL BALLROOM C	HEALTH CARE IN THE LAW AND IN THE WORKPLACE (CLE) ☆	13
		SALON 1	GOOD NEWS FROM THE VA	12
		SALON 2	STRATEGY & ETHICS IN ONLINE DISPUTE RESOLUTION (LEGAL ETHICS CLE) ☆	12
		SALON 3	COLLECTIVE BARGAINING SERIES: AFFINITY & BEYOND (CLE) ☆	11
11:45 A.M.-1:00 P.M.	LUNCH/ PLENARY	INTERNATIONAL BALLROOM	R. ALEXANDER ACOSTA, U.S. SECRETARY OF LABOR	13
1:15-2:30 P.M.	PROGRAMS/ WORKSHOPS	SALON 1	COLLABORATING FOR WELLNESS IMPROVEMENTS AND HEALTH CARE SAVINGS	13
		SALON 2	ARTIFICIAL INTELLIGENCE AND AUTOMATION IN THE FUTURE: ARE YOU READY FOR THE '4TH INDUSTRIAL REVOLUTION?'	13
		SALON 3	BREWING UP A GREAT LABOR-MANAGEMENT RELATIONSHIP	13
		SALON 4	WHEN TO SETTLE/WHEN TO ARBITRATE (CLE) ☆	13
2:45-4:00 P.M.	PROGRAMS/ WORKSHOPS	SALON 1	MULTIEMPLOYER DEFINED BENEFIT PENSION PLANS: THE ROAD AHEAD (CLE) ☆	14
		SALON 2	LEGAL UPDATES (CLE) ☆	14
		SALON 3	THE PSYCHOLOGY OF COLLECTIVE BARGAINING: HOW THE RESEARCH ON HUMAN BEHAVIOR CAN HELP YOU GET A BETTER DEAL	14
		SALON 4	FUTURE OF LABOR ARBITRATION (CLE) ☆	14
4:15-5:00 P.M.	PLENARY	INTERNATIONAL BALLROOM	MEN AND THE #METOO MOVEMENT: ANSWERING THE CALL AND MOVING FROM SILENCE TO SUPPORT	14



AT-A-GLANCE SCHEDULE

THURSDAY / AUGUST 23

TIME	EVENT TYPE	LOCATION	PROGRAM/WORKSHOP TITLE	PG.
7:30-8:30 A.M.	BREAKFAST	GRAND BALLROOM	CONTINENTAL BREAKFAST	15
9:00-11:15 A.M.	PLENARY	GRAND BALLROOM	ME TOO MOVEMENT	15
11:15-11:30 A.M.	CLOSING	GRAND BALLROOM	DIRECTOR'S CLOSING REMARKS	15



LMC CHECK-UP BOOTH

If you participate in a Labor-Management group meeting process (Committee/Forum/Council/etc.), visit the booth in the Expo for a 60-Second LMC/LMF Health Check! Take a quick 10 question survey to get an FMCS committee effectiveness assessment of your group.

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Laborers'
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Council

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James P. Connolly

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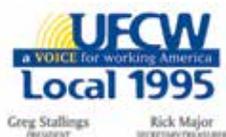
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More than 70 years ago, Congress created the Federal Mediation and Conciliation Service (FMCS) through the Labor-Management Relations Act of 1947 (Taft-Hartley) as an independent agency of the Federal government and charged it with preventing and minimizing labor-management disputes affecting interstate commerce by providing mediation, conciliation, and voluntary arbitration services.

OUR HISTORY

Congress had the wisdom and foresight to recognize that although workplace conflict is inevitable, disruptive work stoppages and dysfunctional labor-management relationships need not be. As a result, FMCS plays a critical role in strengthening America's workplaces by providing limited, voluntary, and strategic assistance that minimizes or averts the adverse economic impacts of conflict. More importantly, thriving labor-management relationships, collaboration, and pragmatic problem solving between companies and their workers not only prevent disputes, but also significantly contribute to increased competitiveness, job growth, and enhanced economic well-being.

The need for FMCS conflict resolution strategies is just as great in this second decade of the 21st Century as it was 70 years ago. As in earlier periods of economic transition, new technologies and business models are fundamentally changing nearly every sector of the U.S. economy and as a result, increasing the likelihood of workplace conflict. Additionally, employers and workers continue to confront instability and rapid change in both retirement and health care benefits. Such change presents enormous challenges and opportunities for American workers and employers across all economic sectors. FMCS is well equipped to assist with making these changes as smooth as possible.

Whether a dispute takes place in traditional labor-management settings or in conventional industries and sectors of the economy—such as cargo shipping, oil refining, and automobile and steel manufacturing—or among service industry workers or those participating in the today's high-tech economy, labor disputes arise from complex decisions relating to costs, hiring and retaining skilled workers, managing technology, and winning globally. FMCS, headquartered in Washington, D.C., has strategically positioned ten regional offices and maintains more than 60 field stations across the country where it can best help American workers and businesses thrive and succeed.

SOLUTIONS FOR TODAY. VISION FOR TOMORROW.

With its 70-year history of providing mediation, training, and facilitation services, FMCS has more aggregate experience in dispute resolution than any other government agency. For the U.S. economy, the FMCS's statutory mandate to prevent or minimize economically disruptive labor disputes remains as vital today as it was when Congress created the Agency.

We have "Solutions for Today. Vision for Tomorrow." FMCS is proud of its many success stories in promoting and developing productive and long-term labor-management partnerships, resolving disruptive labor-management workplace disputes, and showing labor and management the value and benefits of joint problem-solving and working together to achieve mutual goals. FMCS looks forward to intensifying its efforts to educate and inform business and labor of the value and benefits of the Agency's training, facilitation, and dispute resolution services. In the next year, FMCS will increase its efforts to:

- Use FMCS mediators' extensive conflict resolution experience and skills to improve relationships and create the trust, respect and problem-solving skills essential for continued economic growth, increased job security, and greater efficiency.
- Offer its expertise in varied models of bargaining, including traditional, modified traditional, and expedited interest-based bargaining.
- Assist other government agencies to manage their disputes and resolve stakeholder conflict through alternative dispute resolution processes, including the facilitation of public policy discussions, and negotiated rulemaking.

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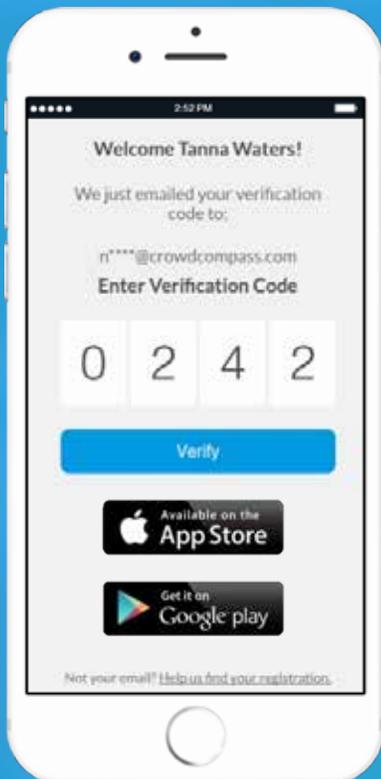


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We are honored to partner with FMCS to enhance labor-management cooperation. For almost 25 years, Franczek Radelet has counseled private and public sector employers across the country on navigating the complexities of labor, employment, and benefits law.

James C. Franczek, Jr.

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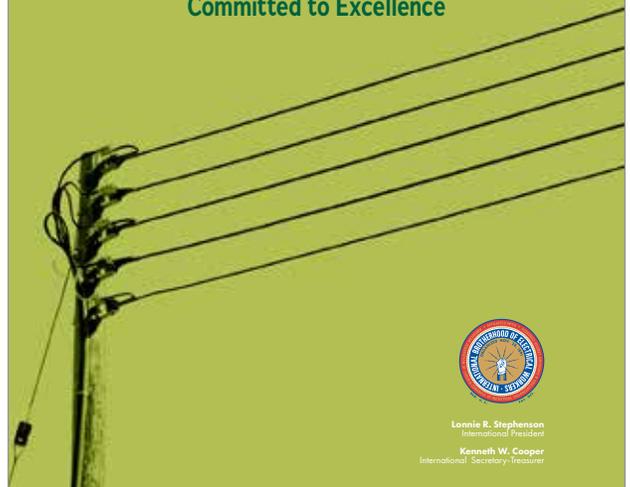


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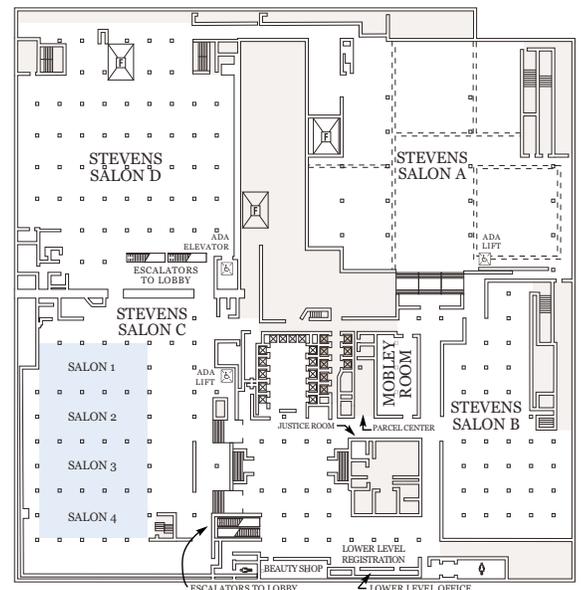
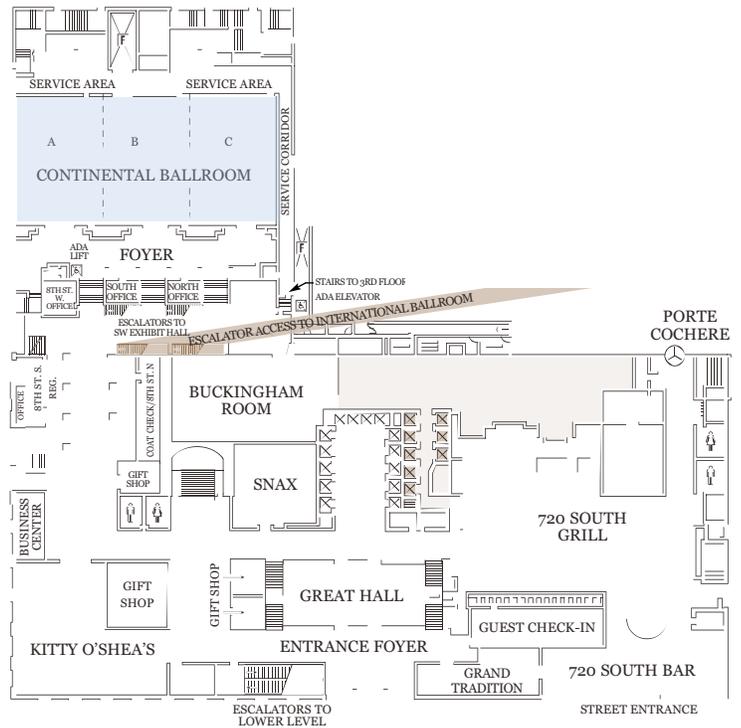
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