

2015 UPLMC Annual Conference Registration

Thursday, March 5, 2015

Island Resort & Casino Conference Center—Harris, MI

Price \$75/Registrant (Pre-Registration by Feb 18th)

Price \$85/Registrant (After Feb 18th)

**4-Unity Sponsors are Entitled to 2 Free Admissions++

Registration includes materials for workshops, continental breakfast, breaks and lunch

Register Online at www.uplmc.com

Or complete and mail the form below:

Name

Organization

Street Address

City, State, Zip

E-Mail Address

Method of Payment:

Check Enclosed Invoice Me

A block of rooms for the night of March 4, 2015 is available at the Island Resort & Casino Conference Center hotel. Call 906-466-2941 for reservations. Ask for Group Block # 11U02E for the UPLMC. Room rates are \$54.50 for a standard room.

Mail to:

U.P. Labor-Management Council, Inc.
W577 County Road 400
Bark River, MI 49807

Phone: 906-466-0155 E-Mail: dbower@uplmc.com

www.uplmc.com

AGENDA

8:45-9:15 A.M. Registration & Continental Breakfast

9:15-9:30 A.M. Welcome & Introductions

Morning General Sessions:

9:30-10:15 A.M. *Best Practices for Preparing for Negotiations* - Presented by Shela Khan Monroe, Michigan Nurses Association

10:15-10:30 A.M. Break

10:30-11:30 A.M. *Affordable Care Act at the Bargaining Table* - Presented by Clifford Hammond, Nemeth Law P.C., Detroit

Morning Breakout Sessions:

11:30-12:30 P.M.

- *Bargaining Retiree Health/Pension Benefits* - Presented by Laura Katers Reilly, Kendricks, Bordeaux, Adamini, Greenlee & Keefe, PC, Marquette
- *Labor/Management Basics: Information Requests* - Presented by Shela Khan Monroe, Michigan Nurses Association
- *Right to Work: Your Questions Answered* - Presented by Art Przybylowicz, Michigan Education Association-Retired, and Gary Patterson, Masud Labor Law Group, Saginaw

12:30-1:15 P.M.—Buffet Lunch

Afternoon Breakout Sessions:

1:15-2:15 P.M. *Repeat Morning Sessions*

2:15-2:30 P.M. *Break*

Afternoon General Session:

2:30-3:30 P.M. *The Power of Our Words*—Presented by James A. Surrell, M.D.

3:30-3:45 P.M. Closing Remarks/Adjournment

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**U.P. Labor-Management
Council, Inc.**

2015
ANNUAL
CONFERENCE

***Table Talk:
Focus on Bargaining***

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2015 Conference Sessions

Best Practices for Preparing for Negotiations

Presented by Shela Khan Monroe, MNA

The labor landscape has rapidly changed in recent years. Are you and your bargaining team as prepared as you can be to sit down at the table? Seasoned negotiators and newbies alike will benefit from a review of “best practices” by Shela Khan Monroe from the Michigan Nurses Association. Shela will take you through topics like selecting your team and spokesperson, gathering data and information, managing expectations, and developing a bargaining game plan.

Affordable Care Act at the Bargaining Table

Presented by Clifford Hammond, Nemeth Law P.C.

Most of us in the world of labor relations know the basics of the Affordable Care Act. But are you really sure you know how to bargain it? Can you answer the questions of your bargaining team, and is the team on the other side of the table correct in their understanding? Attorney Clifford Hammond will review what you need to know about this complex law in the context of bargaining for health care benefits under a collective bargaining agreement. He will cover the latest developments in the regulations that govern the ACA, and issues under the law that are likely to come up during collective bargaining.

Bargaining Retiree Health/Pension Benefits

Presented by Laura Katers Reilly, Kendricks, Bordeau, Adamini, Greenlee & Keefe, P.C.

Public and private employers are taking a closer look at retiree health care and benefits. Public entities in particular are under pressure to control retiree costs and fully fund promised benefits. In some cases public budgets devote more resources to retired employees than to the actives. The area has become a battleground in those workplaces where such benefits exist, from the local township to the U.S. Supreme Court this term. This presentation will cover the current state of contract law regarding what can and cannot be changed in collective bargaining agreements past and present, for actives and for those already retired.

Labor/Management Basics: Information Requests

Presented by Shela Khan Monroe, MNA

This presentation is part of UPLMC’s ongoing series of sessions for those new to labor-management relations. Making information requests of a union or of management is a critical part of negotiating and administering a contract. What information must the other side provide? What can be redacted, modified, or denied? Learn the law of information requests and understand your obligations, whether you are the requester or the respondent to an information request.

Right to Work: Your Questions Answered

Presented by Art Przybylowicz, MEA-Retired & Gary Patterson, Masud Labor Law Group, Saginaw

Now that we are nearly two years into Michigan’s sweeping labor legislation known as Right to Work,

many of us have had a chance to deal with the law in action and have run into questions. This presentation is a chance to get your questions about the law answered by experienced labor and management professionals.

The Power of Our Words

Presented by James A. Surrell, M.D.

Recall that we all live by choice, and not by chance! We also choose the words we speak to others, and these words can be positive or negative. Further, we can choose to accept, or not accept, any words that are spoken to us. This also is our choice. It is also very important to be very aware of the words that we choose to speak to ourselves, or our own “self-talk”. This too, can be positive or negative. Therefore, it is important for all of us to recall the power and influence of the words we choose to use, and to always choose our words wisely.

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