

2016 UPLMC Annual Conference

Registration

Thursday, March 3, 2016

Michigan Technological University • Houghton, MI

Price: \$85/Registrant (Pre-Registration by Feb 19th)

\$95/Registrant (After Feb 19th)

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

Registration includes materials, continental breakfast, 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 4-Unity

A block of rooms for the night of March 2, 2016 is available at the Super 8 Motel (906-482-2240) and the Magnuson Franklin Square Inn (906-487-1700). Room rates are \$70 + tax at the Super 8 and \$95-\$103 + tax at the Magnuson Franklin Square Inn. Please call motel directly for reservations before February 11, 2016.

Mail to:

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Bark River, MI 49807

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

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AGENDA

8:45-9:15 A.M. Registration

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

Morning Sessions:

9:30-10:15 A.M. *Mediate that Grievance* — Presented by Don Maki, FMCS

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

10:30-11:30 A.M. *Workers' Compensation: What Labor and Management Need to Know*—Presented by Gabe Cameron & Sam Larrabee, Attorneys, Clark, Bray, Cameron & Larrabee, P.C., Escanaba

Morning Breakout Sessions:

11:30-12:30 P.M.

- ◆ *Past Practice at Arbitration*—Presented by Arbitrator Kathryn VanDagens, Lansing
- ◆ *Top Five Mistakes the Other Side Makes Handling Grievances*—Presented by Gary Patterson, Attorney, Masud Labor Law Group, Saginaw & Suzanne K. Clark, MEA Staff Attorney; Moderated by Don Maki, FMCS
- ◆ *Negotiation Language*—Presented by David Hulings, Motivational Transition Coach, Hulings & Associates, Muskegon

12:30-1:30 P.M. Lunch

Afternoon Breakout Sessions:

1:30-2:30 P.M.—Repeat of Morning Sessions

2:30-2:45 P.M. Break

Afternoon General Session:

2:45-3:30 P.M. *The Four Voices of Change* — Presented by David Hulings, Motivational Transition Coach, Hulings & Associates, Muskegon

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

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

2016
ANNUAL
CONFERENCE

*New Approaches to
Old Challenges*

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University
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2016 Conference Sessions

Mediate that Grievance

Presented by Don Maki, Federal Mediation and Conciliation Service (FMCS)

For some in labor and management, grievance mediation is only a formality that both sides waive on the way to arbitration. Others swear by mediation as a valuable way to save money and to resolve grievances while minimizing conflict. In these days of tight budgets for both labor and management, which grievances could be resolved at mediation? Which cases are best left to arbitration? What is required of the parties and of the grievant to successfully mediate? Don Maki of FMCS will make a case for taking another look at mediation as a way to handle grievances.

Workers' Compensation: What Labor and Management Need to Know

Presented by Gabe Cameron & Sam Larrabee, Attorneys, Clark, Bray, Cameron & Larrabee, P.C., Escanaba

When an employee is injured at work, Michigan's workers' compensation law determines the employee's time away from work, the benefit the employee receives, and the type of work he or she can do upon return. The principles seem straightforward, but can turn into a minefield when the unique features of a union workplace interact with the law. This session will educate you on the basics of Michigan workers' compensation, and explain how terms common in labor agreements, such as seniority status, bidding rights, sick and vacation time, and benefit eligibility are affected by this law.

Past Practice at Arbitration

Presented by Arbitrator Kathryn VanDagens Lansing

"It's past practice!" is a regular favorite of both management and labor trying to make a case at arbitration. But not everything we think of as "past practice" is persuasive, or even relevant, to an arbitrator. What do arbitrators consider in deciding whether the past practice doctrine applies in a given case? What legal standards apply, and what are the considerations for a labor or management advocate trying to be persuasive? Arbitrator Kathryn VanDagens will explain what she looks for and offer practical tips for advocates relying on past practice at arbitration.

Top Five Mistakes the Other Side Makes Handling Grievances

Presented by Gary Patterson, Attorney, Masud Labor Law Group, Saginaw, and Suzanne K. Clark, MEA Staff Attorney; Moderated by Don Maki, Federal Mediation and Conciliation Service (FMCS)

They say wisdom comes with experience, but even greater wisdom can come from the experience of others, especially in the labor-management arena. Have you ever wondered what that management representative across the table thinks of your approach to grievance handling? How about the labor rep you deal with on grievances, would you get a better result if you could just see the issues through his or her eyes? Now you can. This session features two attorneys experienced with labor and employment matters, one speaking from a management perspective and one speaking from a labor perspective, who will each identify 5 mistakes each sees in the way their opponent handles employee grievances. The result, with the assistance of Don Maki as moderator, will be a list of "do's" amid the "don'ts" to improve the practices of labor and management representatives alike.

Negotiation Language

Presented by David Hulings, Motivational Transition Coach, Hulings & Associates, Muskegon

No, not that language...but, the language within the language. In the midst of negotiations, there is a distinct archetypal language in our speech that can often hinder our real message from being heard and understood. This session will break down the language of the Warrior and Orphan voices, often prevalent in negotiations, and how to balance them with their natural, counter-archetypes. Having attended this session will allow negotiators to fully understand the dynamics of their speech patterns that might be hindering their real communication.

The Four Voices of Change

Presented by David Hulings, Motivational Transition Coach, Hulings & Associates, Muskegon

If you are in an organization today you are faced with the challenge of change. But, what does the change process actually look like? Why does it often sound like the tearing of the fabric of the organization when change is enacted? A better understanding of four crucial voices of change will allow labor and management to approach change with more confidence and conviction, while maturing their mutual relationship in pursuit of their mutual mission.