

## 2020 UPLMC Annual Conference

### Registration

Thursday, March 5, 2020  
Island Resort & Casino • Harris, MI

Price: \$85/Registrant (Pre-Registration by Feb 20th)  
\$95/Registrant (After Feb 20th)

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

*Registration includes materials, beverages and lunch*

### Register Online at [www.uplmc.com](http://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 4, 2020 is available at the Island Resort & Casino. Room rates are \$ \_\_\_\_\_ Please call motel directly for reservations before February 20, 2020 at 800-682-6040.**

#### Mail to:

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

[www.uplmc.com](http://www.uplmc.com)



## AGENDA

- |                  |   |
|------------------|---|
| 8:45-9:15 A.M.   | Registration  |
| 9:15-9:30 A.M.   | Welcome & Introductions   |
| 9:30-10:00 A.M.  | <i>"Honoring Those of the Past: 50 Years of UPLMC"</i> – Don Maki, FMCS   |
| 10:00-10:15 A.M. | Break   |
| 10:15-11:45 A.M. | Breakout Sessions<br><i>"Supervisor/Steward Training"</i> – Don Maki, FMCS<br><i>"Enhancing Union Member Participation"</i> – Bob Koerschner, IBEW International Representative<br><i>"Contract Interpretation"</i> – Fred Swartz, Attorney |
| 11:45-12:30 P.M. | Buffet Lunch  |
| 12:30-1:45 P.M.  | Repeat Breakout Sessions  |
| 1:45-2:00 P.M.   | Break   |
| 2:00-3:30 P.M.   | General Session<br><i>"Strengths Based Leadership"</i> – Jim Cederna, Cederna International, Inc.   |
| 3:30-3:45 P.M.   | Closing Remarks/Adjournment   |

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▶ U.P. Labor-Management Council, Inc.



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**2020 ANNUAL CONFERENCE**

## Celebrating



## 1970–2020

Tel: 906-466-0155

[www.uplmc.com](http://www.uplmc.com) ◀

## Conference Sessions

### *Morning General Session*

#### **Honoring Those of the Past: 50 Years of UPLMC**

*Presenter Don Maki, FMCS*

In 1970, a group of management and labor leaders came together with the belief that through labor-management cooperation, the U.P. had the best chance to achieve sustained growth and prosperity. The U.P. Labor-Management Council was formed. Over 50 years and many changes, regionally and nationally, the UPLMC has remained a constant promoter of this core belief. Don Maki, a long-time adviser to the UPLMC, will present a retrospective of the work of the Council over the years.

### *Afternoon General Session*

#### **Strengths Based Leadership**

*Presenter Jim Cederna, Cederna International, Inc.*

What do successful management and labor representatives have in common? The skills to lead others to accomplish their goals. Jim Cederna specializes in coaching business leaders using his experience from a variety of CEO positions which he has held over the years. This session will focus on techniques for being a more effective leader by knowing your strengths and investing in others' strengths.

## *Breakout Sessions*

### **Supervisor/Steward Training**

*Presenter Don Maki, FMCS*

This breakout session aims to teach management supervisors and union stewards improved communication skills and problem-solving techniques for better labor relations. When leaders are empowered to manage conflict in constructive ways, grievances can be resolved before they escalate to costly arbitration. Consider having senior management, human resource personnel, and union representatives from the same workplace attend together for maximum impact.

### **Enhancing Union Member Participation**

*Presenter Bob Koerschner, IBEW International Representative*

Economic, political, and legal changes over the years have challenged union membership. While national trends show declines in the number of unions and participation by workers in their unions, there are some bright spots. Unions can thrive even in right-to-work states with a little ingenuity and some extra effort to educate non-union employees on how union membership is beneficial. Join Bob Koerschner of IBEW to learn some tools and tactics for increasing participation in your union.

### **Contract Interpretation**

*Presenter Fred Swartz, Attorney*

The centerpiece of a functioning labor-management relationship is the collective bargaining agreement hammered out by the parties and refined through negotiation. But what happens when the language is unclear, or something comes up that is not addressed in the contract? Management and labor need to know the basic principals of contract interpretation to know how an arbitrator might resolve the matter. This breakout session led by a seasoned labor relations attorney will provide useful tips for resolving contract questions of interpretation.

## Food Drive

Don't forget to bring canned goods and other non-perishable food items to the conference to help a neighbor in need. The UPLMC wants your donations for the food pantry of St. Vincent de Paul of Escanaba. Every donation earns a chance to win a prize.



**Celebrating**  
**50**  
*years*

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