

**2018 UPLMC Annual Conference
Registration**

Thursday, March 8, 2018

*Island Resort & Casino
Harris, MI*

Price: \$85/Registrant (Pre-Registration by 02/21/18)
\$95/Registrant (After 02/21/18)

4-Unity Sponsors are Entitled to 2 Free Admissions

*Registration includes materials, continental breakfast &
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 03/07/18 is available at the
Island Resort & Casino (800-682-6040). Room rates are
\$63.70. Please call hotel directly for reservations before
02/21/2018. Block # is 12U2E9.*

Mail reservations to:
UPLMC, Inc.
W577 County Road 400
Bark River, MI 49807

www.uplmc.com

AGENDA

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

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

**9:30-10:30 A.M. *Handling Political Differences in
the Workplace*—Presented by Javier Ramirez,
F.M.C.S.**

10:30-10:45 A.M. Questions & Answers

10:45-11:00 A.M. Break

Morning Breakout Sessions

11:00-12:00 P.M.

- ***Interest –Based Bargaining*—Presented by Don Maki, F.M.C.S.**
- ***Advanced Collective Bargaining*—Presented by Shela Khan-Monroe, Attorney, McLaren Health Care**
- ***Update on the Affordable Care Act*—Presented by Clifford Hammond, Attorney, Foster, Swift, Collins & Smith, PC**

12:00-1:00 P.M. Lunch

1:00-2:00 P.M. *Repeat Breakout Sessions*

2:00-2:15 P.M. Break

**2:15-3:15 P.M. *Time Management Essentials*—
Presented by Neil Ihde, Life IQ**

3:15-3:30 P.M. - Questions & Answers

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

UPLMC, Inc.

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**U.P. Labor-Management
Council, Inc.
2018 Annual Conference**


“Keeping Up With the Evolving Workplace”

March 8, 2018

*Island Resort & Casino
Harris, MI*



www.uplmc.com



Handling Political Differences in the Workplace—Presented by Javier Ramirez, F.M.C.S.

Social media and the 24-hour news cycle make politics a constant subject of conversation, and the workplace is no exception. Add to that a current political climate that is more polarizing than ever, and there is a good chance conflicts will arise. How should employers, employees, and unions manage differences when the talk turns to politics? Can political discussions be restricted without free-speech implications? What are the limits of “protected activity”? Javier Ramirez of the Federal Mediation and Conciliation Service will provide some guidance for managing politically charged conversations in the workplace.

Interest-Based Bargaining—Presented by Don Maki, F.M.C.S.

If you have ever collectively bargained a contract and wondered about “interest-based” techniques, this session is for you. Don Maki, a mediator with the Federal Mediation and Conciliation Service, will explain interest-based bargaining, and discuss how the technique differs from the confrontational approach of traditional bargaining by identifying and addressing the underlying needs of each party.



Advanced Collective Bargaining—Presented by Shela Khan-Monroe, Attorney, McLaren Health Care

By popular demand, attorney Shela Khan-Monroe returns to continue UPLMC’s “Labor 101” series for those new to labor-management relations. This time, Shela moves beyond the basics of collective bargaining to cover more advanced concepts. This session is aimed toward those who have attended the basic collective bargaining sessions of past UPLMC conferences, or toward those in management or labor who just bargained their first contracts and want to learn more.

Update on the Affordable Care Act—Presented by Clifford Hammond, Attorney, Foster, Swift, Collins & Smith, P.C.

Now that the dust has settled one year into the Trump Administration, where do we stand on the Affordable Care Act, a/k/a Obamacare? Last year Congress eliminated the individual insurance mandate, but how (if at all) does that affect management and labor in a union workplace? What changes are on the horizon for the ACA? Attorney Clifford Hammond has been following these developments and will provide an update.



Time Management Essentials—Presented by Neil Ihde, Life IQ

Speaker Neil Ihde read a great quote recently from H. Jackson Brown, “Don’t say you don’t have enough time. You have exactly the same number of hours per day that were given to Helen Keller, Pasteur, Michaelangelo, Mother Teresa, Leonardo Da Vinci, Thomas Jefferson, and Albert Einstein.” And yet we still wonder where all our time goes. The truth is, we waste a lot of our time. But the good news is that we can see a dramatic increase in our productivity with just a few simple time management tips. Neil will help us look at the advantages of adapting a triage approach to time management, examine the myth around multitasking, identify when (and why) we are the most productive, email hacks, recognize the magic of managing expectations, reintroduce us to the powerful word we discovered when we were two years old, and numerous other practical strategies and tactics to help us immediately increase our productivity.

About the UPLMC?

Organized in 1971, the Upper Peninsula Labor-Management Council, Inc. is established to serve as a representative group from both labor and management in the Upper Peninsula of Michigan. The Council was formed with the belief by both labor and management that the goals of each side are harmonious in most cases, and that there should be a separate and distinct organization that both sides can participate in to further their mutual goal.