

**2023 UPLMC Annual
Conference
Registration**

Thursday, March 9, 2023
Island Resort & Casino • Harris, MI

Price: \$85/Registrant (Pre-Registration by Feb
23rd)

\$95/Registrant (After Feb 23rd)

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

Registration includes materials, beverages, lunch

**Register Online at
www.uplmc.com**

Or complete and mail the form below:

Name

Organization

Street Address

City, State, Zip

E-Mail Address

A block of rooms for the nights of March 8 and March 9, 2023 is available at the Island Resort & Casino, W399 US-2, Harris, Michigan. Room rates are \$82.30(Booking ID #12017). Please call motel directly for reservations before February 22, 2023 at 877-475-7375, www.islandresortandcasino.com/hotel.

**U.P. Labor-Management Council, Inc.
P.O.. Box 181
Powers, MI 49886**

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AGENDA

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|------------------|---|
| 8:45-9:15 A.M. | Registration |
| 9:15-9:30 A.M. | Welcome & Introductions |
| 9:30-10:30 A.M. | Morning General Session
<i>"Unleashing the Power of an Engaged Workplace"</i> - John Beck, Michigan State University School of Human Resources & Labor Relations |
| 10:30-10:45 A.M. | Break |
| 10:45-11:45 A.M. | Breakout Sessions
<i>"Strategies for Retaining Dues Paying Members"</i> - Mike Smith, U.P. Construction Council
<i>"Understanding Mental Health in the Workplace"</i> - Chad Hale, Pathways Community Mental Health
<i>"Putting Together a Case: The Evidentiary Process"</i> - Dennis Devaney, Clark Hill PLC |
| 11:45-12:45 P.M. | Buffet Lunch |
| 12:45-1:45 P.M. | Repeat Breakout Sessions |
| 1:45-2:00 P.M. | Break |
| 2:00-3:00 P.M. | General Session
<i>"Ins and Outs of Grievance Administration and Settlement"</i> - Aaron D. Graves, Bodman PLC |
| 3:00-3:30 P.M. | Closing Remarks/Adjournment |

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Council, Inc.***

**2023
ANNUAL CONFERENCE**

***Facing the Future
Together***

March 9, 2023



906-399-8018

www.uplmc.com



Morning General Session

Unleashing the Power of an Engaged Workplace: The Promise of Joint Labor-Management Cooperation

John Beck, Michigan State University School of Human Resources & Labor Relations

Our workplaces, workforces and communities deserve the robust attention of both labor and management. Strengthening our relationship must be more than simply an end in itself. A strong partnership can, and must, be directed to real needs and real ends. This presentation will explore the perspectives, tools and techniques necessary to successful practices and outcomes in our joint labor/management efforts.

Afternoon General Session

Ins and Outs of Grievance Administration and Settlement

Aaron D. Graves, Bodman PLC

The UPLMC welcomes back attorney Aaron Graves to this year's conference. In a presentation for both labor and management, Aaron will discuss "best-practices" for approaching grievance administration and settlement. Learn how to identify when a grievance ought to be settled and some practical ideas for how to reach settlement. This presentation will also cover some "right" and "wrong" ways to accomplish a grievance settlement, and identify elements of a good settlement agreement, as well as items that deserve special mention as a means of settlement (e.g., last-chance agreements). If you are in charge of handling grievances for your organization, do not miss this session.

Breakout Sessions

Strategies for Retaining Dues-Paying Members

Mike Smith, U.P. Construction Council

This labor-focused breakout session highlights practical techniques for attracting, and keeping, dues-paying union members. Labor unions today are going out of their way to implement strategies that help maintain membership and bring consistent financial support to their activities. Learn how to overcome some of the challenges of right-to-work laws and other downward pressure on membership and take action to retain union membership.



Understanding Mental Health in the Workplace

Chad Hale, Pathways Community Mental Health

The last several years have resulted in significant changes including within the workplace. Staff shortages, challenges with recruitment and training, and the increase of working virtually have all had a major impact on employees. Increased demands and expectations resulting from unfilled positions seems to be the norm. Employees find themselves dealing with increased stress, and physical and emotional exhaustion. This can lead to feeling burned-out, experiencing increased anxiety, symptoms of depression, and substance use. Job related stress can lead to significant problems in both physical and psychological health and wellbeing.

This session will focus on recognizing the signs of mental and emotional strain which may contribute to burn-out, anxiety, and depression. It will also explore practical approaches that individuals and organizations can take to prevent, manage, and recover from work-place stress reaction. Particular attention will be spent on development of strategies for building personal resilience, and working towards a healthier work-life balance.

Putting Together A Case: The Evidentiary Process

Dennis Devaney, Clark Hill PLC

Arbitration of a labor case may not be as formal as presenting a case in court, but there is a lot at stake—the arbitrator's decision is final and binding on management and labor. Do you have the right evidence to meet your burden of proof? What kind of evidence and witnesses will you need? Join attorney Dennis Devaney as he reviews how to put together evidence for arbitration that supports a claim or defense, and offers tips on being prepared to explain to an arbitrator (and the other side) how each piece of evidence is relevant. Both labor and management will find this breakout session helpful in planning arbitration.



Don't forget to bring a donation for the food drive!

The UPLMC will be collecting food donations at our annual conference for local food banks. Please help by bringing a non-perishable food item to donate, and you'll be entered to win a door prize courtesy of UPLMC. Thank you!



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