

2017 UPLMC Annual Conference

Registration

Thursday, March 2, 2017
Island Resort & Casino
Harris, MI

Price: \$85/Registrant (Pre-Registration by Feb 16th)
\$95/Registrant (After Feb 16th)

****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 1, 2017 is available at the Island Resort & Casino (906-466-2941 or 800-682-6040). Room rates are \$63.70. Please call motel directly for reservations before February 15, 2017. Group # is 12L6LH.

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

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

Morning Sessions:

9:30-11:00 A.M. FMLA Refresher—Presented by Suzanne K. Clark, MEA Staff Attorney

11:00-11:15 A.M. Break

11:15-12:15 P.M. Unconscious Bias in the Workplace—Presented by Javier Ramirez, F.M.C.S.

12:15-1:00 P.M. Buffet Lunch

Breakout Sessions:

1:00-1:45 P.M.

◆ **Arbitration Basics & Past Practice**—Presented by Arbitrator Kathryn A. VanDagens, Lansing

◆ **Bargaining Basics**—Presented by Shela Khan Monroe, Attorney at Law

◆ **A Piece In The Puzzle of Retirement: Social Security Basics**—Presented by Michelle Sampson, Social Security Administration

1:45-2:00 P.M. Break

2:00-2:45 P.M. Repeat of Breakout Sessions

Afternoon General Session:

2:45-3:30 P.M. TMI: The Dos & Don'ts of Technology in the Workplace—Presented by Laura Katers Reilly & Patrick Greeley, Kendricks, Bordeau, Adamini, Greenlee & Keefe, P.C.

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



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**2017 ANNUAL
CONFERENCE**

"Back to Basics"



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MORNING GENERAL SESSIONS



FMLA Refresher

Presented by Suzanne K. Clark, MEA Staff Attorney

Do you know how the Family and Medical Leave Act impacts your collective bargaining agreement? If you're not sure how to answer this question, you're not alone. The FMLA is complex, yet it often controls when an employee needs time off for a medical condition. Suzanne K. Clark, staff attorney for the Michigan Educational Association, will present a refresher course for both labor and management on how the FMLA works and special issues that arise in a union workplace.

Unconscious Bias In the Workplace

Presented by Javier Ramirez, F.M.C.S.

Building a diverse workforce means hiring, promoting, and taking direction from colleagues with a wide range of backgrounds. Despite our best intentions, however, many of us gravitate toward people who look and act like us without even being conscious of it. Such "unconscious bias" can have profound effects on how we work together in the workplace, from promotions and teambuilding, to discipline and termination. Javier Ramirez from the Federal Mediation and Conciliation Service (FMCS) will explain "unconscious bias", highlight how it works in the workplace, and give attendees some guidance on how to combat its effects.

AFTERNOON GENERAL SESSION

TMI: The Dos & Don'ts of Technology in the Workplace

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

Some call social media "the new water cooler". The difference is, comments made around this water cooler never disappear and can be read by your boss, your coworkers, and the employees you supervise. We all have access to email, internet, social media, smartphones, and tablets inside and outside of work. Since many of these technologies barely existed a few years ago, it's no surprise labor law struggles to keep up. When you "like" a coworker's call to action on Facebook, is this NLRA Section 7 "protected concerted activity"? When an employee is terminated for criticizing her supervisor on Twitter, is it retaliation? This session will give plenty of examples of employees and supervisors behaving badly with technology or in response to it. Along the way, attorneys Laura Katers Reilly and Patrick Greeley of Kendricks, Bordeau, Adamini, Greenlee & Keefe, Marquette, will highlight what the law says about employee and employer actions and reactions to online speech.

BREAKOUT SESSIONS

Arbitration Basics & Past Practice

Presented by Kathryn A. VanDagens, Lansing

Arbitrator Kathryn VanDagens is back again this year to teach those new to labor relations the basics of how arbitration works and what advocates must consider to make or defend a case at arbitration. Arbitrator VanDagens will also take a close look at that favorite of management and labor advocates, "past practice". She will explain the legal standards that apply and the considerations for a labor or management advocate trying to make a persuasive case for past practice at arbitration.

Bargaining Basics

Presented by Shela Khan Monroe, Attorney

As part of UPLMC's recurring series aimed at those new to labor relations, this session on "bargaining basics" gives a beginner's overview of how collective bargaining

works in practice. Attorney Shela Khan Monroe, a favorite recurring presenter for UPLMC, will guide attendees through the basics of preparing for and starting negotiations, typical techniques for moving the process forward (time at the table, the "caucus", the "sidebar"), and bringing the process to an end that is hopefully mutually beneficial.

A Piece In the Puzzle of Retirement: Social Security Basics

Presented by Michelle Sampson, Social Security Administration

Many in the workforce are moving toward retirement, and many turn to representatives in labor or in management to understand how their retirement benefits and Social Security will fit together. Do you know enough to answer their questions? Do you know enough to answer *your own* questions? This session aims to give you a working knowledge of where Social Security benefits fit into the puzzle of retirement, presented by Michelle Sampson, of the U.S. Social Security Administration.

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