

**U.P. Labor-Management Council, Inc. Annual Conference**  
March 2, 2017

***“Back to Basics”***

-----**EVALUATION**-----

Your participation in the U.P. Labor-Management Council 2017 Annual Conference is appreciated. To help in assessing this conference and in future planning, please complete this evaluation at the close of today's conference.

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**PERSONAL INFORMATION**

I represent: Labor 66% Management 29% Other 5%

Presenter:

***Suzanne K. Clark, MEA Staff Attorney***  
***“FMLA Refresher”***

	Excellent	Very Good	Good	Fair	Poor
Overall Rating	55%	28%	8%	9%	
Content	55%	33%	10%	2%	
Presentation Style	45%	35%	18%	2%	
Usefulness of Information	53%	30%	15%	2%	

Comments:

- Very good information.
- Despite not being here in person she did a very nice job! Thank you!
- Some errors; misinterpretations.
- It would have been nice if the weather wasn't bad and she could have made it to present in person.
- Very unfortunate she couldn't make it. Would have been a great topic for questions and answers.
- Application exercises at the end were very useful!
- Very informative. Liked the different applications – put things into perspective.
- Nicely presented. Great examples.
- Well informed and well received.
- Good for basic learning.
- The refresher was very good.
- Some of the information was inaccurate. (For example there is requirement of a follow-up visit if an employee is hospitalized overnight. Also, absence has to be more than three days – notes said that but she repeatedly said three days.
- Thanks for making the extra effort to present via skype.
- Good presentation; interactive getting the audience involved.
- Great refresher and worked well with skype.
- Thank you! Great information!
- Despite the complication of having to skype, Suzanne was still able to engage and had very useful information.
- She said a few things which made it a little confusing (weeks vs. months).
- A little basic; could have been more in-depth. Pretty straight forward.
- Good reminder of basic FMLA information. Found the cons at end to be really helpful.

**Javier Ramirez, F.M.C.S.**

*“Unconscious Bias in the Workplace”*

	Excellent	Very Good	Good	Fair	Poor
Overall Rating	74%	20%	6%		
Content	64%	29%	7%		
Presentation Style	73%	27%			
Usefulness of Information	66%	28%	6%		

Comments:

- Awesome – let’s have him again!! Made it very interesting and fun!
- Love this!
- He needs to return.
- His energy and enthusiasm made it easy to engage and absorb content. Best speaker of the day!
- Great information on walking away and “Going to the Balcony”. Asking curious questions.
- Good presentation. Enjoyed presentation style!
- The guy did great.
- Great presenter. Very engaging and excellent information. Left me wanting to learn more. Thanks!
- Kept everyone’s attention while being informative.
- Made us think – eye opener.
- Interesting topic; well presented.
- Great presenter! Interesting subject matter.
- Very good and kept the crowd engaged.
- Really made me think about what is going on “under the surface” iceberg principle and the fact that we are motivated by autonomy.
- Loved the humor!
- Wonderful presentation and tools! New thoughts for me. Focus on achieving positive outcome for everyone.
- Javier also had very useful information for us to use in union and workplace. He was very humorous and interesting and kept the attention of the attendees well.
- Good content. I have experience in this area and it is important to raise awareness on all fronts.

**Don Maki, F.M.C.S.**

*“Arbitration Basics & Past Practice”*

	Excellent	Very Good	Good	Fair	Poor
Overall Rating	62%	27%	11%		
Content	62%	29%	9%		
Presentation Style	68%	18%	14%		
Usefulness of Information	65%	27%	8%		

Comments:

- Like the way the presenter continually asked the audience questions.
- Got a late start and wanted to hear about past practice.
- Great presentation.
- Don filled in and did a great job as usual.
- Excellent performance by someone who was not scheduled to speak.
- Don did an amazing job for being “thrown” into the presentation due to weather. Very interesting and easy to follow and relate to content.
- Nice job Don!
- Wished there had been some discussion on past practice.
- Did not get through the content; would have liked more on past practice. Thanks for stepping in to cover.
- Could have used more time.
- Not enough time. Presentation started 15 minutes late and we only got through half of the presentation. I wanted more on past practice and we never got there.

**Shela Khan Monroe, Attorney at Law**  
**“Bargaining Basics”**

	Excellent	Very Good	Good	Fair	Poor
Overall Rating	50%	28%	15%	7%	
Content	50%	28%	16%	6%	
Presentation Style	50%	23%	14%	13%	
Usefulness of Information	50%	26%	19%	5%	

Comments:

- Great speaker.
- Good crash course.
- Excellent job.
- Knew her stuff but kind of dry. Maybe make presentation more interactive.
- Very cut and dry, dragged on and lost many people’s interest and attention early on.
- Wish there was more time.
- The refresher was very good. She knows her stuff and I appreciated the history she included.
- Second half of presentation was useful.
- The room was hot. Needed more examples. The history part, while important, could have been shorter.
- I had no experience; was eager to hear more.
- Excellent presentation. Again we needed more time. Sessions should have been one hour.

**Michelle Sampson, Social Security Administration**  
**“A Piece in the Puzzle of Retirement: Social Security Basics”**

	Excellent	Very Good	Good	Fair	Poor
Overall Rating	76%	20%	2%	2%	
Content	76%	18%		6%	
Presentation Style	77%	20%	3%		
Usefulness of Information	80%	16%	3%		1%

Comments:

- Great presentation style – very organized.
- Excellent.
- Disappointed by her use of the presidential election.
- Provided very good information, very useful!
- This was very helpful. I learned more things I did not know. Needed a little more time.
- Excellent information.
- Appreciate answering questions before, during and after presentation. Very knowledgeable.
- I thought she did great. Kept it light and entertaining.
- Very helpful.
- Good interaction; good information for clearer information.
- I really enjoyed this session. She was informative and sweet.
- Useful information. Real life examples. Good question and answer session.
- Learned a lot.
- Information not useful for me at this time (presently 41 years old).
- Loved this session.
- I didn’t know half of all of this. Nice! I’m going online.
- Excellent!!! Glad I chose this one.

**Laura Katers Reilly, Attorney**

*“TMI: The Dos & Don’ts of Technology in the Workplace”*

	Excellent	Very Good	Good	Fair	Poor
Overall Rating	46%	33%	17%	2%	2%
Content	46%	33%	15%	3%	3%
Presentation Style	46%	31%	15%	5%	3%
Usefulness of Information	41%	29%	21%	5%	4%

Comments:

- Fast.
- Keep your political opinions to yourself.
- Information was helpful but presentation was a bit repetitive from Patrick’s. Read slides.
- Short on time. No fault of presenters. Would like another opportunity to hear presentation.
- She did well for her short time. It is needed information although not exciting.
- Useful examples!
- Wish we had more time.
- Rushed through; not given enough time.
- Her phone rang?
- Covered a lot of ground in a quick and concise manner. Good information to know.
- Laura had great information also regarding NLRA & B. This was also very educational.
- NLRB was great; really opened my eyes.
- Very political? Technology in the workplace? But, something to think about.
- Good to have the updates; also appreciated the acknowledgement that Trump will change a lot of this.
- Always a great job. Not enough time.
- Due to nature and make up of this conference, the NLRA portion should have been the primary focus of the presentation. Section 2 was good, just wish there was more time.

**Patrick Greeley, Attorney**

*“TMI: The Dos and Don’ts of Technology in the Workplace”*

	Excellent	Very Good	Good	Fair	Poor
Overall Rating	32%	44%	17%	7%	
Content	33%	42%	20%	5%	
Presentation Style	38%	38%	16%	4%	4%
Usefulness of Information	41%	41%	18%		

Comments:

- Good handout.
- Fast.
- Knew his content well, presented at a great pace with the time frame given.
- Interesting information.
- Somewhat hard to understand case analysis.
- Confusing information – not given enough time to go over.
- Knowledgeable, well prepared, great information.
- Very pertinent information for “today’s” workplace.
- A little hard to follow.
- As there are many ways each case can be determined I think the content may have gone over many people’s heads. Our take on employer accessing social media is very conservative and the first slides are contrary to practice.

## Facilities & Food Service

	Excellent	Very Good	Good	Fair	Poor
Continental Breakfast	42%	38%	13%	7%	
Breaks	41%	38%	16%	3%	2%
Lunch	48%	32%	12%	8%	
Room	49%	33%	14%	2%	2%
Overall Rating	49%	33%	15%	3%	

### Comments:

- Prefer a non-Casino setting.
- Thank you!
- Everything was good. How about a little cheese for the hamburgers?
- Very nice facility. Always look forward to this Conference.
- Breaks were shortened due to break out sessions ran over. Lunch was disappointing. Salad wasn't well liked. Maybe next time put the cheese on the side. Rooms were a bit cold.
- Nice change from other year's (food).
- Best/most informative conference so far attended (three previous). Well done. I don't believe you need to change anything for next year.
- Room was cold. Not much choice at breakfast.
- Room was cold.
- Put knives out with breakfast.
- Don't mix salad. Not everyone likes feta.
- Loved the lunch change up from previous years.
- Salads – cheese and dressing off to the side. Milk offered.
- Only one break. Same speaker went over their time limits.
- Cold in room and noise from kitchen.
- Very wonderful service and fresh looking meals and beverages. The room was a bit cool.
- Very good in all aspects!
- Would be nice if there was a non-smoking area in the casino.
- This was the best conference for U.P. Labor-Management Council, Inc. so far. Every speaker kept my attention through the entire day.

### Future Seminars: Please list future seminars you would like to have provided.

- **Improving corporate morale.**
- **Changes to the Affordable Healthcare Act if they occur.**
- **Generational differences in workers.**
- **Interest based bargaining – breakout session.**
- **Appropriate humor and political correctness in the workplace.**
- **More on FMLA.**
- **Hostile work environment.**
- **Workplace violence.**
- **Advanced Collective Bargaining under Michigan Law.**
- **Past practice.**
- **Medicare.**
- **More personality profile and relations between labor and management.**
- **Concentrated classes that go more than one session.**
- **More on technology – security cameras – the do's and don'ts.**
- **Interest based bargaining.**
- **More information on past practice and CBAs.**