

## 2014 UPLMC Annual Conference

### Registration

Thursday, March 6, 2014

Island Resort & Casino Conference Center—Harris, MI

Price \$75/Registrant (Pre-Registration by Feb 19th)

Price \$85/Registrant (After Feb 19th)

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

*Registration includes materials for workshops, continental breakfast, breaks and lunch*

Name

Organization

Street Address

City, State, Zip

E-Mail Address

Method of Payment:

Check Enclosed       Invoice Me

Or Register Online at [www.uplmc.com](http://www.uplmc.com)

A block of rooms for the night of March 5, 2014 is available at the Island Resort & Casino Conference Center hotel. Call 906-466-2941 for reservations. Ask for Group Block # 11U02E for the UPLMC.

Room rates are \$54.50 for a standard room.

#### Mail to:

U.P. Labor-Management Council, Inc.

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# AGENDA

**8:00-8:45 A.M.** Registration & Continental Breakfast

**8:45-9:00 A.M.** Welcome & Introductions

### **Morning Sessions:**

**9:00-10:15 A.M.** *Complying with the Affordable Care Act: Where do we stand?*- Presented by Marjorie Mitchell, Executive Director, MICHUHCAN

**10:15-10:30 A.M.** Break

**10:30-11:45 A.M.** *Common Mistakes Made in Arbitration* - Presented by Arbitrator Mark J. Glazer

**11:45-12:30 P.M.** Buffet Lunch

### **Breakout Sessions:**

**12:30-1:45 P.M.**

1. *Last Chance Agreements*—Presented by Shela Khan Monroe, MNA
2. *Labor/Management Basics: Strategies to Prepare and Respond to a Grievance*—Presented by Sean Boyce, UAW LUDL & Wendy Edwards Leukuma, Attorney, Cooper Lake Consulting

3. **1:45-2:00 P.M** Break

### **Afternoon Session:**

**2:00-3:00 P.M.** *Activating A Personal Sphere of Influence: Motivating, Inspiring and Creating a Collaborative and Positive Workplace* - Presented by Ken Trzaska, Dean of Instruction, Gogebic Community College

**3:00-3:15 P.M** Closing Remarks/Adjournment

U.P. Labor-Management  
Council, Inc.

2014  
ANNUAL  
CONFERENCE

*Life After ...  
Labor & Management  
Standing Strong  
in a New Era*

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Island Resort & Casino  
Conference Center  
Harris, Michigan

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## 2014 Conference Sessions

### **Complying with the Affordable Care Act: Where do we stand?**

*Presented by Marjorie Mitchell, MICHUHCAN*

The year 2014 is a significant milestone under the Affordable Care Act. With nearly full implementation of the ACA this year, it's time for labor and management to take stock of where they stand in complying with the law. Both employers and employees are faced with a complex web of plan eligibility terms, employee contribution requirements, hours, scheduling, and staffing issues, management issues and collective bargaining issues. This session will update you on recent developments in the ACA and answer your questions about implementation.

### **Common Mistakes Made in Arbitration**

*Presented by Arbitrator Mark J. Glazer*

Arbitration is an adversarial process in which the outcome can depend greatly on the skills of the advocate. But even the best advocate may not overcome the testimony of a weak witness or a missing disciplinary paper trail. In this session, a seasoned arbitrator will identify some common mistakes made by management and labor during arbitration, how they affect the arbitral process and the resulting decision, and steps you can take to avoid them.

### **Last Chance Agreements**

*Presenter: Shela Khan Monroe,  
Michigan Nurses Association*

How do you know when a last chance agreement is the right solution to a disciplinary matter? When you have one in place, is it enforceable? What factors affect the usefulness and enforceability of a last chance agreement? This session will address the use (and misuse) of last chance agreements, give a background of the law in this area, and provide examples of fact scenarios and document language that can help or undermine the effectiveness of a last chance agreement effective when the situation calls for it.

### **Labor/Management Basics: Strategies to Prepare and Respond to a Grievance**

*Presented by Sean Boyce, UAW and  
Wendy Edwards Leukuma, Cooper Lake Consulting*

This presentation could be subtitled "don't shoot yourself in the foot!" Resolving a grievance is hard enough; make the process easier by anticipating issues and planning for them. For labor and management representatives who are new to labor relations or who simply want to polish their skills, this session will provide some practical advice for preparing a grievance (labor) and responding to one (management) in a manner that best positions your side if the grievance goes to arbitration. Our speaker will give an overview of the considerations in play for each side and the do's and don'ts of the process, starting with Step 1.

### **Activating A Personal Sphere of Influence: Motivating, Inspiring and Creating a Collaborative and Positive Workplace**

*Presented by Ken Trzaska, Gogebic Community College*

We all have the ability to collaborate, inspire and motivate to improve our team's performance and progress. This session takes a hard look at how we can each activate our personal role to influencing the team dynamics around us – among coworkers or bargaining unit members. You will walk away from this presentation motivated and energized to build sustainable and trustful labor-management relationships, to embrace a willingness to be okay with vulnerability and, most importantly, to be able to set aside conflict and animosity for the good of the organization. This afternoon, be prepared for our speaker to highlight strategies through an interactive multi-media presentation that will ask hard questions, challenge current thinking and inspire each of you to be better than you were when you sat down.

### **U.P. Labor-Management Council, Inc.**

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