

## 2011 Tentative Agenda, Subject to Change

### TUESDAY, JULY 5TH

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5:30 - 7:00pm **Registration and Welcome Reception**

### WEDNESDAY, JULY 6TH

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**All Day** **Registration**

7:30 – 8:30am **Breakfast**

9:00am **Special Guest Speaker:**  
**Claire McCaskill, U.S. Senator**

9:15 – 11:00am **Utility Industry Round Table**  
Join Industry Insiders as they discuss new environmental regulations concerning clean coal emissions and the impact of these new regulations on labor and jobs in coal fired power plants.  
**Presenters:**  
**Jim Hunter, Director of Utilities Department, International Brotherhood of Electrical Workers**  
**Tony Jacobs, Special Assistant to the International President/Acting Director of Legislative Affairs, International Brotherhood of Boilermakers**  
**Mark Ruelle, President and Chief Financial Officer, Westar Energy; Coal Industry TBA**  
**Moderator:**  
**Robert M. Clayton III, Commissioner, Missouri Public Service Commission**

11:00 - 1:15am **Break**

11:15am-12:00pm **Economic Development Tools**  
Working with Government, Industry, and Labor  
**Presenter:**  
**Robbie Makinen, Jackson County, Economic Development Director**

12:00-12:45pm **Lunch**

1:30 - 5:30pm **Golf Tournament**

6:30 - 8:00pm **Reception**  
Meet and greet conference sponsors and supporters over hors d'oeuvres and beverages.

8:00pm - 12:00am **Karaoke**  
Join in one of the most popular events of the conference. Every year several surprisingly good voices emerge to entertain the crowd. Will it be you this year???

## THURSDAY, JULY 7TH

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7:30 – 8:30am

### **Breakfast**

Labor/Management Impact of Non-Partisan Court Plan

#### **Presenter:**

**Phil Hess**, President Elect, Missouri Association of Trial Attorneys  
**John Boyd**, Attorney

#### **Moderator:**

**Herb Johnson**, Secretary-Treasurer, Missouri AFL-CIO

9:00am

#### **Special Guest Speaker:**

**Chris Koster**, Attorney General, State of Missouri

9:15 – 10:15am

### **Changes in OSHA Laws and Administrative Regulations**

#### **Presenter:**

**Richard Fairfax**, Deputy Assistant Director of Labor, OSHA

10:15–10:30am

### **Break**

10:30–11:45am

### **Mid Morning Workshops**

#### **The NLRB's Website - A Guided Tour**

Participants will be guided through a live tour of the Agency's award winning public website, highlighting many of its user-friendly features. Participants will learn how to navigate the website most effectively, and how to avail themselves of the Agency's services in enforcing their rights under the National Labor Relations Act. Learn how to find published decisions and administrative memoranda, how to ask questions via the website or to speak to a person, how to request a speaker through the Agency's outreach and public information programs, as well as how to use E-Gov, the Agency's on-line service encompassing E-Docket, E-Filing, online forms, E-FOIA requests.

#### **Presenters:**

**Mary Taves**, Supervisory Field Attorney, and **Trecia Moore**, Field Examiner, National Labor Relations Board Region 17

#### **Proving Your Case**

Processing Grievances from Step 1 through Arbitration

#### **Presenter**

**Judy Ancel**, Director of the Institute of Labor Studies UMKC

11:45am-

12:45pm

### **Lunch**

#### **Keynote Speaker:**

**Georges Rioux**, Canadian Consul General

Economic Impact of U.S. and Canadian Energy Policy Relationships

1:00 -2:15pm

### **Afternoon Workshops Round 1**

#### **The Right to Union Representation – Weingarten and it's Progeny**

Invocation of a "Weingarten right" allows an employee to refuse, without union representation; to submit to an interview which the employee reasonably fears may result in his discipline. This presentation will cover 1) the basics of an employee's Weingarten right; 2) in what settings a Weingarten right applies; 3) when an interview is investigatory in nature; 4) whether there were reasonable grounds for fearing discipline; 5) whether the employee requested representation; 6) who may represent the employee in an investigatory meeting; 7) the role of the representative in the meeting;

8) the remedy for a Weingarten violation; and 9) the evolution of Weingarten and its application only in unionized settings.

**Presenter:**

**Daniel Hubbel, Regional Director, National Labor Relations Board Region 17**

**First Responder Labor Management Relationships**

How do first responder units handle budget constraints? How local control over labor relations led to the first collective-bargaining agreement between the City of St. Louis and the St. Louis Police Officers Association.

**Presenters:**

**Mark Woolbright, International Association of Fire Fighters**

**Chief Terry Loehrer, Pattonville Fire Protection District**

**Bill Esterline, Pattonville Fire Board Chairman**

**Jeff Roorda, Business Manager, St. Louis Police Officers Association**

**Sam Dotson, City of St. Louis Mayor's Office**

**Kelly Cope, Steward, St. Charles County Ambulance District**

**Ken Koch, Chief, St. Charles County Ambulance District**

**Moderator:**

**Jim Avery, Chairman, Missouri State Board of Mediation**

**2:15 – 3:15pm**

**Afternoon Workshops Round 2**

**Public Sector Labor Management Relationships**

Working through Budget Constraints in the Face of Labor Costs – Fulton State Hospital

**Presenters**

**Mike Murphy, Union Representative, SEIU Local 1**

**Vicky Taylor Edwards, HR Director, St. Louis Metropolitan Sewer District**

**Eric Moore, Staff Representative, AFSCME Council 72**

**Steve Reeves, Deputy Director, Division of Alcohol & Drug Abuse and Comprehensive Psychiatric Services, Missouri Department of Mental Health**

**Moderator:**

**Jim Avery, Chairman, Missouri State Board of Mediation**

**Workers' Compensation Law Update – Kansas & Missouri**

**Mike Stang, Partner in the Firm of Mark & Burkhead, Mission, Kansas**

**Leah Burkhead, Partner in the Firm of Mark & Burkhead, Mission, Kansas**

**Jack Hickey, Director, Missouri Division of Workers' Compensation**

**3:15 – 3:30pm**

**Break**

**3:30 – 4:45pm**

**Afternoon Workshops Round 3**

**Code of Excellence**

Kansas Gas Energy and IBEW Local 304 Labor Management Cooperation. Representatives of IBEW Local 304 and Kansas Gas Service will discuss their cooperative implementation of the Code of Excellence Program, which helps employees understand how attitudes affect productivity on the jobsite making employees more productive and creating more work opportunities for all. This program also helps employees cope with the everyday problems that develop on the jobs in a manner that is acceptable to customers whether internal or external, and to address issues that reduce competitiveness and affect market share without reducing wages and

benefits.

**Presenters:**

**Lisa Holleron, Labor Relations Manager, Kansas Gas Service**

**Paul Lira, Business Manager/Financial Secretary, IBEW Local 304**

**Mock Mediation**

FMCS Commissioners will explain the basics and purposes of mediation, followed by a mock mediation that promises to be highly educational, as well as entertaining.

**Presenters:**

**Robert Thompson, Commissioner, FMCS**

**Patrick Dunn, Commissioner, FMCS**

**Glen Reed, Commissioner, FMCS**

**Max Aud, Commissioner, FMCS**

6:00 - 6:30pm

**Reception**

6:30 - 7:30pm

**Dinner**

7:30-8:00pm

**Raffle/Door Prizes**

8:00pm-

12:00am

**Entertainment:**

**Outlaw Jim and the Whiskey Benders**

**FRIDAY, JULY 8TH**

7:30 – 9:15am

**Breakfast and Announcements**

9:30am-

12:00pm

**Workshop**

**Mock Arbitration – “You be the Arbitrator”**

This “Reality Hearing” is designed to demonstrate real live issues, tactics, and situations found in arbitration hearings. All sides will be represented in this “Reality Hearing” and the audience will be asked for input.

**Presenters:**

**Steve Boyce, Director of Labor and Employee Relations, Westar Energy, Inc.**

**Jerry Powell, Powell and Associates, Topeka, Kansas**

**William F. LeMaster, Field Attorney, NLRB Region 17**