

## Registration Form

**Note:** Registration is also available on our website at [www.nwchapterlera.org](http://www.nwchapterlera.org).

(Please Print)

Name \_\_\_\_\_ Phone ( ) \_\_\_\_\_  
Address \_\_\_\_\_ E-mail \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Organization or Employer \_\_\_\_\_

Check one:  Labor  Management  Neutral  Student

**Register by March 26, 2010: \$250 Student Rate: \$50**  
**After March 26, 2010: \$270 Student Rate: \$50**

A continental breakfast and lunch on both days is included in the registration fee.  
Will you be joining us for lunch?

No  Thursday only  Friday only  Both days  
 I need a vegetarian meal.  I need a special meal for food allergies.

Bill my credit card # \_\_\_\_\_ Exp. Date \_\_\_\_\_  Visa  MC  
 My check is enclosed (payable to NW Chapter of LERA)

**(Refunds available if cancelled by Wednesday, April 14, 2010)**

**Send registration and payment to:**

LERA Registrar TEL (206) 553-2773  
FMCS FAX (206) 553-0722  
2001 Sixth Avenue, Suite 2500 registrar@nwchapterlera.org  
Seattle, Washington 98121 (LERA Tax ID #91-1289334)

Northwest Chapter of LERA  
Federal Mediation and Conciliation Service  
2001 Sixth Avenue, Suite 2500  
Seattle, WA 98121

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## Hotel Information

A limited number of special conference rate rooms will be available at the Westin Hotel, 1900 Fifth Avenue. For room reservations contact the Westin Hotel at (888) 627-8513 and request the FMCS/LERA Collective Bargaining Conference rate.

## Washington State Convention Center

800 Convention Place  
Seattle, Washington 98101  
Directions available online at [www.wsstcc.com](http://www.wsstcc.com)

## Continuing Education Credit

General CLE credits are available for Washington state attorneys. Sign-in sheets will be available at registration. Credit is also pending through SHRM.

## Privacy Policy

The e-mail address you provide is only used by the Northwest Chapter of LERA. We do not share or sell our e-mail list.



# LERA

## 33rd Annual Collective Bargaining and Arbitration Conference

Sponsored by

Federal Mediation and Conciliation Service  
National Labor Relations Board  
Public Employment Relations Commission



Thursday, April 29th &  
Friday, April 30th, 2010

Washington State Convention Center,  
Seventh & Pike, Seattle, Washington

Labor and Employment Relations Association  
NORTHWEST CHAPTER

# 33rd Annual Collective Bargaining and Arbitration Conference

Presented by  
The Northwest Chapter of the Labor and Employment Relations Association (LERA)

Thursday, April 29th & Friday, April 30, 2010

Washington State Convention Center, Level 6, East Lobby • Seattle, Washington

Thursday, April 29	
8:00 a.m. - 9:00 a.m.	REGISTRATION <small>Level 6, East Lobby</small>
9:00 a.m. - 9:15 a.m.	WELCOME AND INTRODUCTIONS <small>Ballroom 6C</small>
	<ul style="list-style-type: none"> <li>• <b>Richard L. Ahearn</b>, Regional Director, National Labor Relations Board</li> <li>• <b>Cathleen Callahan</b>, Executive Director, Public Employment Relations Commission</li> <li>• <b>Daniel Hickey</b>, Northwest LERA Chapter Conference Planning Committee</li> <li>• <b>Beth Schindler</b>, Director of Mediation Services, Federal Mediation and Conciliation Service</li> <li>• <b>Special Guest: George Cohen</b>, Director, Federal Mediation and Conciliation Service</li> </ul>
9:15 a.m. - 10:00 a.m.	KEYNOTE ADDRESS <small>Ballroom 6C</small>
	<ul style="list-style-type: none"> <li>• <b>Dow Constantine</b>, King County Executive</li> </ul> <p>The newly-elected King County Executive will share his insight and philosophy on labor relations.</p>
10:00 a.m. - 10:30 a.m.	BREAK
10:30 a.m. - 12:00 noon	CONCURRENT WORKSHOPS
I.	<b>News from the Feds</b> <small>Room 608</small> The Directors of the NLRB and FMCS discuss timely developments and trends at the federal level under the Obama administration. <ul style="list-style-type: none"> <li>• <b>Beth Schindler</b>, Director of Mediation Services, Federal Mediation and Conciliation Service</li> <li>• <b>Richard L. Ahearn</b>, Regional Director, National Labor Relations Board</li> </ul>
II.	<b>Interest Arbitration Basics</b> <small>Room 609</small> Uniformed personnel, as well as some state workers, are eligible for interest arbitration to resolve labor contract disputes. This workshop will explore the statutory provisions and the steps each party should follow to make its case for arbitration, including the use of comparables. <ul style="list-style-type: none"> <li>• <b>Timothy Williams</b>, Arbitrator</li> </ul>
III.	<b>Will Your Gotcha Getcha?</b> <small>Rooms 611 &amp; 612</small> This workshop will explore the balance between short-term gains and long-term relationships, rules of professional responsibility, and the importance of ethical conduct in the collective bargaining process. <ul style="list-style-type: none"> <li>• <b>James G. McGuinness</b>, Attorney at Law</li> <li>• <b>Henry Farber</b>, Attorney at Law, Davis Wright Tremaine</li> </ul>
12:00 noon - 1:00 p.m.	LUNCH <small>Ballroom 6C</small>

Thursday, April 29 Continued...	
1:00 p.m. - 2:30 p.m.	CONCURRENT WORKSHOPS
I.	<b>Neurology of Conflict</b> <small>Room 608</small> Neuroscience and neuropsychology have yielded insights about the functions of the human brain that are of enormous importance to anyone involved in advocacy and negotiation. This fascinating topic has practical implications that can help negotiators maximize their influence on the outcomes of negotiations. <ul style="list-style-type: none"> <li>• <b>Ann McBroom</b>, Assistant Manager &amp; Mediator, ADR Program, King County</li> </ul>
II.	<b>Secrets Revealed: Healthy Labor Management Relationships</b> <small>Room 609</small> The City of Olympia and IAFF Local 468 have enjoyed a productive labor/management relationship for many years. In this workshop the union, fire department leadership, and the city's human resources department will share their secrets for maintaining a collaborative environment over time. <ul style="list-style-type: none"> <li>• <b>Mike Simmons</b>, President, IAFF Local 468 and Fire Lieutenant, Olympia Fire Department</li> <li>• <b>Larry Smith</b>, Vice President, IAFF Local 468 and Fire Lieutenant, Olympia Fire Department</li> <li>• <b>Heather Stafford</b>, Assistant Human Resources Director, City of Olympia</li> <li>• <b>Greg Wright</b>, Assistant Fire Chief, Olympia Fire Department</li> </ul>
III.	<b>Progressive Discipline in the Workplace</b> <small>Rooms 611 &amp; 612</small> What are the reasons for progressive discipline? How should it be applied? How is it used effectively? An experienced attorney will explore related issues, including the "just cause" doctrine. <ul style="list-style-type: none"> <li>• <b>Michael Tedesco</b>, Adjunct Professor, University of Oregon School of Law</li> </ul>
2:30 p.m. - 2:45 p.m.	BREAK
2:45 p.m. - 4:00 p.m.	CONCURRENT WORKSHOPS
I.	<b>News from PERC</b> <small>Room 608</small> A look at current case issues resulting from the economic turmoil, a review of recent decisions, and pending cases. <ul style="list-style-type: none"> <li>• <b>Cathleen Callahan</b>, Executive Director, Public Employment Relations Commission</li> </ul>
II.	<b>The International Labor Organization - Lessons from Abroad</b> <small>Room 609</small> Travel with Jan Sunoo, a most impressive and seasoned labor relations mediator, as he shares his journey to improve Vietnam's labor relations during the past six years. Jan will enlighten advocates and mediators as he imparts the practical application of his experiences to labor relations in the United States. <ul style="list-style-type: none"> <li>• <b>Jan Sunoo</b>, Senior Expert, ADR/International Services Department, Federal Mediation and Conciliation Service</li> </ul>
III.	<b>Grievance, Gripe, or ULP?</b> <small>Rooms 611 &amp; 612</small> This interactive workshop will present the fundamental background and skills needed by supervisors and union representatives to effectively handle workplace grievances and problems while enhancing a positive ongoing relationship between parties. <ul style="list-style-type: none"> <li>• <b>Andy Hall</b>, Federal Mediation and Conciliation Service</li> </ul>
4:00 p.m. - 5:00 p.m.	THE HAPPIEST HOUR <small>East Lobby</small>
	Trade in your ticket and enjoy a libation while networking with your friends and colleagues!

Friday, April 30	
9:00 a.m. - 10:00 a.m.	PLENARY SESSION <small>Ballroom 6C</small>
10:00 a.m. - 10:30 a.m.	BREAK
10:30 a.m. - 12:00 noon	CONCURRENT WORKSHOPS
I.	<b>The Evolution of Labor Law</b> <small>Room 608</small> Topics include the historic framework of private and public sector labor law, the governing statutes, the enforcement agencies, right of self-organization, bargaining in good faith, unfair labor practices, strikes, boycotts and lockouts. <ul style="list-style-type: none"> <li>• <b>Michael Tedesco</b>, Adjunct Professor, University of Oregon School of Law</li> </ul>
II.	<b>ULP Settlement Process</b> <small>Room 609</small> Understand the differences and identify the common goals between the NLRB and PERC in their respective settlement programs and policies. <ul style="list-style-type: none"> <li>• <b>Richard L. Ahearn</b>, Regional Director, National Labor Relations Board</li> <li>• <b>Kenneth J. Latsch</b>, Special Projects Manager, Public Employment Relations Commission</li> </ul>
III.	<b>Bargaining Basics</b> <small>Rooms 611 &amp; 612</small> Rocky and Syd will share what to expect and best practices for entering negotiations, including doing your homework ahead of time, how to deal with difficult people on both sides of the table, and when to involve a mediator. <ul style="list-style-type: none"> <li>• <b>Sydney Vinnedge</b>, Attorney at Law, Emmal Skalbania &amp; Vinnedge</li> <li>• <b>Rocky Jackson</b>, Attorney at Law, Menke Jackson Beyer Ehls &amp; Harper</li> </ul>
12:00 noon - 1:00 p.m.	LUNCH <small>Ballroom 6C</small>
	<b>Health Care Reform and the Implications for Employment Benefits</b> <ul style="list-style-type: none"> <li>• <b>Carolyn Watts</b>, Professor, University of Washington</li> </ul>
1:00 p.m. - 2:30 p.m.	CONCURRENT WORKSHOPS
I.	<b>Women and Work in Washington</b> <small>Room 608</small> This workshop will describe the relationship and history between organized labor and the women's suffrage movement in Washington. <ul style="list-style-type: none"> <li>• <b>Shanna Stevenson</b>, Coordinator, Washington Women's History Consortium</li> </ul>
II.	<b>RIFs, Furloughs, and Layoffs</b> <small>Room 609</small> In response to the financial crisis, the City of Seattle and the Coalition of City Unions mutually agreed to engage in collaborative bargaining to mitigate employee layoffs. This workshop will explore how the city and the coalition reached an agreement to help save jobs and maintain the city's effectiveness. <ul style="list-style-type: none"> <li>• <b>David Bracilano</b>, Labor Relations Director, City of Seattle</li> <li>• <b>Adrienne Thompson</b>, IFPTE Local 17, Coalition of City Unions</li> </ul>
III.	<b>Advanced Bargaining: When Things Get Tough at the Table</b> <small>Rooms 611 &amp; 612</small> Topics include regressive bargaining, what to do when a tentative agreement is rejected, memoranda of understanding (MOUs), business necessity, and how, why, and when to settle. <ul style="list-style-type: none"> <li>• <b>Kevin Wesley</b>, Attorney at Law, The Wesley Group</li> <li>• <b>James M. Cline</b>, Attorney at Law, Cline &amp; Associates</li> <li>• <b>Kenneth J. Latsch</b>, Public Employment Relations Commission (Moderator)</li> </ul>
2:30 p.m. - 2:45 p.m.	BREAK
2:45 p.m. - 4:00 p.m.	FINAL SESSION <small>Rooms 611 &amp; 612</small>
	<b>Yes, No, I Don't Know...</b> In this interactive workshop, see how well you can predict an arbitrator's award. You will have the opportunity to hear from respected arbitrators as to how they would rule on certain cases and why. <ul style="list-style-type: none"> <li>• <b>Zane Lumbley</b>, Arbitrator</li> <li>• <b>Anthony D. Vivenzio</b>, Arbitrator</li> <li>• <b>Karl Nagel</b>, Deputy Director, Washington State Labor Relations Office (Moderator)</li> </ul>