LABOR-MANAGEMENT TRENDS IN A TRANSFORMATIVE ERA

36th Annual Labor-Management Conference
Wednesday, May 9, 2018

PRESENTED BY:
Alternative Dispute Resolution Center - NKU
Federal Mediation & Conciliation Service
Kentucky Labor-Management Conference
Northern Kentucky University

Available Credits:
CLE (KY/OH/IN)
1.5 hours AM session
1.5 hours PM session OR
1.5 hours ETHICS

SHRM
5.0 hours

This annual conference was borne out of a partnership of NKU and FMCS many years ago. The mission of the partnership is to promote Labor-Management Cooperation, and we could not be prouder of our Conference’s ability to pull together speakers that embody this mission.

This Conference was conceived on the notion that Labor and Management working together strengthens the Region’s workforce, as well as its economic competitiveness. Business leaders, labor representatives, and government officials alike will gather today to find effective and valuable approaches to working together. Our title presumes that these groups will continue to grow in the “Transformative Era” we are currently experiencing. Transformative has been defined as a “thorough or dramatic change in form or appearance.” Perhaps we all see this type of change as something we are currently experiencing in the Labor-Management field and beyond. We are hopeful the Conference provides an opportunity for these groups to tread through such change in a cooperative manner.

It is a pleasure to announce that our 2018 Scholarship recipient is an NKU student is who currently studying Human Resource Management. Today we recognize Ms. Bradie Anderson as an outstanding student during our lunch program and award her $1000 scholarship towards her education at Northern Kentucky University. The 2018 Lifetime Achievement Award Recipient is Ms. Emily Bell, President of AFSCME Local 232. To see that she is being presented with this award by Paul McDole, Director of Human Resources, Cincinnati Public Schools, demonstrates the cooperation this Conference has come to symbolize.

In closing, we would like to thank everyone in attendance today for being part of the 2018 Labor-Management Conference. We hope you will enjoy today’s speakers and workshops. We thank our presenters for their time and expertise. Also, a special thanks to the 2018 Planning Committee and the staff of the Haile/US Bank College of Business for helping make today a success. If you should have any questions or comments in regards to the Conference, please do not hesitate to contact us.

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AGENDA

8:00-8:45..............................REGISTRATION AND CONTINENTAL BREAKFAST................SU Lobby
8:50-9:00.............................WELCOME.................................................................SU 107 A
  Greg Martin, Interim Dean
  Kathleen Carnes, Director, Alternative Dispute Resolution Center
  Haile/U.S. Bank College of Business

9:00-10:00............................KEYNOTE PRESENTATION........................................SU 107
  AMERICA’S FUTURE WORKFORCE
  Nick Pinchuk, CEO, Snap-on Inc. & Rich Trumka, President, AFL-CIO
  Introduced by R. Thomas Buffenbarger, President Emeritus, IAM

10:00-10:15............................BREAK..................................................................

10:15-11:45............................CONCURRENT WORKSHOPS...........................................
  Employment Law Update - SU 107 B&C
  #metoo: Sexual Harassment Outside Hollywood and in the Workplace - SU 104
  What is Arbitration? Where did it come from? How do you do it? - SU 108
  Public Sector Challenges and Opportunities in the Current Landscape - SU 109

Noon - 12:50............................LUNCH.................................................................SU 107 A
1:00 - 2:00............................KEYNOTE PRESENTATION........................................SU 107 A
  (CAMPAIGN OF HOPE)
  Bill Eaddy, Assistant Director, UAW & Union Representatives
  Introduced by Carolyn Brommer, Regional Director,
  Federal Mediation and Conciliation Service (FMCS)

2:00 - 2:15.............PRESENTATION OF THE LIFETIME ACHIEVEMENTS AWARD........SU 107 A
  Presented to Emily Bell, President AFSCME, Local 232
  By Paul McDole, Director of Human Resources, Cincinnati Public Schools

PRESENTATION OF LABOR MANAGEMENT 2018 HRM STUDENT AWARD
  Introduced By Michael R. Carrell, Regents Professor, NKU

2:15 - 2:20............................BREAK..................................................................

2:20 - 3:50............................CONCURRENT WORKSHOPS...........................................
  Ethics: Taking Down the Lion - Ethics in the Workplace - SU 109
  NLRB Update: The Pendulum is Swinging - Yet Again - SU 107 B&C
  Generations in the Workplace - SU 104
  How can Labor-Management collaborate to get politicians and policy makers to change their paradigm and adjust as the economy heats up? - SU 108

3:50 - 4:00............................CLOSING REMARKS....................................................SU 107 A

  Committee Chairs: Kathleen Carnes - Lou Manchise - Emily Rudd - Amberly Nutini
KEYNOTE PRESENTATION- MORNING

America’s Future Workforce
Keynote Speakers
Nick Pinchuk, CEO, Snap-on Inc. & Rich Trumka, President, AFL-CIO
Moderator - Thomas Buffenbarger, President Emeritus, IAM

Two of the USA’s most distinguished business leaders will discuss how Labor-Management Cooperation is essential to successfully preparing America’s future workforce.

MORNING SESSIONS

Employment Law Update…………………………………………………………………………………………SU 107 B&C
This annual workshop examines the most recent developments under the Americans with Disabilities Act; Title VII; the Age Discrimination in Employment Act; the Family and Medical Leave Act; and other statutes.

Brian G. Dershaw, Attorney, Taft Stettinius & Hollister
Stephen A. Simon, Attorney, Tobias, Torchia & Simon

#metoo: Sexual Harassment Outside Hollywood in the Workplace……………………SU 104
This workshop will discuss how sexual harassment has affected the workplace. Sexual harassment has been an issue for quite some time. Also discussed will be the trends seen by the EEOC on this topic. Preventative and defense strategies will be presented. Questions will be answered about how labor unions potentially have a duty to represent both the accuser and accused if they are both part of the bargaining unit. Finally, the response of unions to this onslaught of allegations will be addressed.

Bennett Allen, Attorney, Cook & Logothetis
Tammy R. Bennett, Attorney, Dinsmore & Shohl, LLP
Aimee L. McFerren, Trial Attorney, Equal Employment Opportunity Commission (EEOC)

What is Arbitration? Where did it come from? How do you do it? - How to win a case!..........SU 108
Learn the elements of arbitration with special emphasis on discipline and discharge from some of Greater Cincinnati’s experts in arbitration.

Justin Flamm, Attorney, Taft Stettinius & Hollister LLP
Bill Heekin, Attorney & Arbitrator, Arbitration and Mediation Service (AMS)
Pamela Newport, Attorney, Branstetter, Stranch & Jenning

Public Sector Challenges and Opportunities in the Current Landscape………………SU 109
These are interesting times for labor relations in the public sector. Pension reform, economic and funding hurdles, negotiations, and last but certainly not least, Janus v. AFSCME Council 31 represent a few of the issues facing public sector labor and management advocates. This session will attempt to address the opportunities and challenges presented by these topics, and offer advice on making the best of difficult situations.

Bill Johnson, Senior Director, Labor & Employee Relations, University of Cincinnati
Steve Lazarus, Attorney, Lazarus & Lewis, LLC
Moderator - Lou Manchise, Chair, Northern Kentucky University, ADR Center
KEYNOTE PRESENTATION - AFTERNOON

Campaign Of HOPE
Keynote Speakers
Bill Eaddy, Assistant Director, UAW & Representatives from the UAW
Moderator - Carolyn Brommer, Regional Director, Federal Mediation and Conciliation Service

Our region has been hit hard by the opiate crisis and the Labor and Management communities have started to recognize that by working together they can make a difference. Join Bill Eaddy and other UAW Representatives regarding the Campaign of Hope which is attempting to raise awareness of opiates by educating all members at each Ford plant about the effects of opiate drug use and the vast increase in addiction across the United States.

AFTERNOON SESSIONS

Ethics: Taking Down the Lion - Ethics in the Workplace…………………………………………………SU 109
This session will include an in-depth look at policies, procedures, and decision making inside of Tyco International that led to a high-profile and costly corporate scandal. Professor Neal will discuss little known details of the case and focus on lessons learned from the scandal that are of value for both employers and employees. CLE Ethics Credits Pending.

  Cathy Neal, J.D., Associate Professor of Business Law, Northern Kentucky University

NLRB Update: The Pendulum is Swinging – Yet Again……………………………….....SU 107 B&C
As the National Labor Relations Board continues to issue significant decisions, in some cases overturning precedent or returning to former standards, it is important to stay up to date on all the developments in this agency. This panel will discuss current developments and trends at the NLRB.

  Julie Ford, Attorney, Doll, Jansen, & Ford
  Michael Glassman, Attorney, Dinsmore & Shohl, LLP
  Joseph Tansino, Attorney, National Labor Relations Board

Generations in the Workplace……………………………………………………………….......…SU 104
Participants will learn the characteristics of each generation and the influences that world and regional events had on shaping generational attitudes towards work, supervision, and expectations. We’ll examine how the generations communicate differently, and how understanding these generational differences better equips participants to manage the inevitable conflict that is a result of the generational gap. Learn where you fall in the generational divide between Traditionalists, Baby Boomers, Gen X, Millennials, and Generation Z. Generations in the workplace is an eye opening exploration of a workplace dynamic you may have never considered.

  John Gray, Federal Mediator, Federal Mediation and Conciliation Service (FMCS)
  Karen Tapp, Associate Professor, Northern Kentucky University
  Joe Trejo, Federal Mediator, Federal Mediation and Conciliation (FMCS)

How can Labor-Management collaborate to get politicians and policy makers to change their paradigm and adjust as the economy heats up?...................................................SU 108
Mike Duco, long-time management representative now working with labor, will explore: (1) the use of economic data in the bargaining process; (2) the practical limitations on the political philosophies of governing as it impacts the bargaining process; (3) how to build a case for change; (4) how to be creative and tie money to employer interests.

  Mike Duco, Assistant General Counsel and Field Service Director,
  Ohio Civil Service Employees Association
PARKING INSTRUCTIONS
Parking validations can be found in the back of your nametag. To exit the parking garage, insert the original parking validation received upon entrance to the garage. Remove the original parking validation when prompted and then insert the parking validation provided at the conference. The gate should rise allowing you to exit the parking garage.

RAFFLE TICKETS
Raffle tickets can be found in the back of your nametag. The drawing for all prizes will be held at the end of the conference. In order to win the raffle prize, you must be present when your number is drawn.

ELECTRONIC PRESENTATIONS
If you would like to receive an electronic copy of a presentation from today’s conference, there is a sign-up sheet located at the Registration table. Please provide your name and email address and the requested presentation will be sent to you.

CONTINUING EDUCATION CREDITS
If you wish to receive Continuing Education Credits, SHRM recertification credits, and/or Ethics credits, please visit the Continuing Education table in the main lobby. Forms will be provided upon request.

EVALUATIONS
Please complete the evaluation provided with today’s conference program. Evaluations should be placed in the “Evaluations” bin located at the far end of the Registration table.