



# LABOR-MANAGEMENT RELATIONS

## EFFECTIVELY MEETING THE SIGNIFIGANT CHALLENGES OF THE MODERN WORKFORCE

[cob.nku.edu/labormanagement](http://cob.nku.edu/labormanagement)

### AGENDA

8:00-8:45 ..... REGISTRATION AND BREAKFAST .....Student Union (SU) Lobby

8:50-9:00..... WELCOME ..... SU 107 A

Rebecca Porterfield, Dean,  
Northern Kentucky University

Louis J. Manchise, Lecturer of Management,  
Northern Kentucky University

9:00-10:00 ..... KEYNOTE PRESENTATION .....SU 107 A

#### Trends & Technology . . . Let's Talk! (Part 1: The Social Contract)

*Tom Kochan, Professor of Work and Employment Research & Co-Director, MIT Sloan Institute for Work and Employment Research*

#### BREAK

10:15-11:45 .....CONCURRENT WORKSHOPS.....

Employment Law Update **SU 107 B & C**

Employer and Employee Rights: Drug Testing & Safety Concerns **SU 104**

Winning Strategies for Mediation and Arbitration **SU 108**

Sex Discrimination, Transgender Rights, and the Political Landscape **SU 109**

Noon - 12:50..... LUNCH .....SU 107 A

1:00 - 2:00..... KEYNOTE PRESENTATION .....SU 107 A

#### Trends & Technology . . . Let's Talk! (Part 2: The Labor Management Contract)

*- Introduction*

*- Carolyn Brommer, Regional Director, FMCS*

2:00 - 2:15 .....PRESENTATION OF THE LIFETIME ACHIEVEMENTS AWARD.....SU 107 A

*Presented to:*

*Introduced By:*

#### PRESENTATION OF LABOR MANAGEMENT 2017 HRM STUDENT AWARD

Introduced By: Michael R. Carrell, Regents Professor, NKU

#### BREAK

2:20 -3:50 .....CONCURRENT WORKSHOPS.....

NLRB/SERB Update **SU 107 B & C**

Social Media and Today's Workforce **SU 104**

Financial Health: Retirement and Health Care **SU 108**

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

Rebecca Cox --- Kathleen Carnes --- Amberly Nutini  
Conference Co-Chairs

## CONFERENCE HIGHLIGHTS

### KEYNOTE PRESENTATION (*Morning*)

#### FMCS 2.0 Meeting the Bargaining Challenges of the New Economy

FMCS Director Allison Beck will discuss the workplace challenges of the new economy, including the gig economy, new forms of organizing, bargaining trends in legacy industries, the continuing value of good labor management relationships, and new FMCS services to help labor-management parties meet their challenges.

#### Keynote Speaker

*Allison Beck, Director, Federal Mediation and Conciliation Services*

*Introduction by: Carolyn Brommer, Regional Director, FMCS*

### MORNING WORKSHOP SESSIONS

#### Employment Law Update

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; the National Labor Relations Act; and other statutes and regulations which affect employers, unions, and employees in both the private and public sectors.

#### Panel Speakers

Brian G. Dershaw, Partner, Taft Stettinius & Hollister LLP

Stephen A. Simon, Partner, Tobias, Torchia & Simon

#### Public Sector Challenges

Today's public sector leaders are being asked to function with fewer resources and continually find new ways to tackle labor management challenges. Leadership in the public sector is especially important; it not only influences the job performance and satisfaction of employees, but also how government and public agencies perform. This session will provide a discussion on the major issues facing public employers and unions in a slowly recovering economy.

#### Panel Speakers

Don Crain, Attorney/Member, Frost Brown Todd LLC

Pete McLinden, Regional Director at AFSCME Ohio Council 8

Moderator: John Gray, Commissioner, FMCS

#### Modern Workforce

This panel will cover three trending issues facing the modern workforce:

LGBT rights in the workplace

The rise (and myth) of the "shared economy," and,

The increasingly fissured nature of the 21st century workplace.

#### Panel Speakers

Brennan Grayson, Director Cincinnati Interfaith Workers Center

Clement Tsao, Attorney, Cook & Logothetis, LLC

Faith Whittaker, Partner, Dinsmore & Shohl LLP

#### Shaping the Work Climate

Today's work climate is rapidly evolving and organizations face unprecedented change, both in scale and speed. Workforce realities and dynamics present new opportunities and challenges as organizations seek to capitalize on human resources while navigating organizational culture complexities. Leaders must stay resilient and open to diversity to help organizations stay relevant.

#### Panel Speakers

Anna Hutchinson, Recruitment and Staffing, Cincinnati Public Schools

Lucious Jones, Civil Service Supervisor, Cincinnati Public Schools

Paul McDole, Director of Human Resources, Cincinnati Public Schools

Beth Willis, Compliance Supervisor, Cincinnati Public Schools

Moderator: Joe Plante, Human Resources Leader, GE Aviation

### KEYNOTE PRESENTATION (*Afternoon*)

#### Building An Effective and Collaborative Relationship in a Public Sector Environment

When it comes to the public sector, Labor-Management relations is as dynamic and as impactful as any other in the U.S. This afternoon's keynote speakers will highlight the importance of their relationship building in both of the states of Kentucky and Ohio. Listen and learn their secrets and best practices which provide the cities of each state with high quality services, second to none.

#### Keynote Speakers

*Michael Duco, Deputy Director of the Office of Collective Bargaining, Ohio*

*Christopher Mabe, President of Ohio Civil Service Employees Association*

*Brian O'Neill, President of Louisville Professional Firefighters*

*Douglas Recktenwald, Assistant Fire Chief, Louisville, Kentucky*

*Introduced by: Michael Carrell, Regents Professor, NKU*

### AFTERNOON WORKSHOP SESSIONS

#### NLRB/SERB Update

As the National Labor Relations Board continues to issue significant decisions, in some cases overturning precedent or returning to former standards, and Ohio's State Employment Relations Board watches these trends and develops its own case law, it is important to stay up to date on all the developments in these two agencies. Join SERB General Counsel Don Collins and NLRB Regional Attorney Eric Oliver, along with labor and management attorneys Julie Ford and Kathleen Carnes, to discuss current developments and trends at the NLRB and SERB.

#### Panel Speakers

Kathleen A. Carnes, Attorney, NKU Business Law faculty member; Of Counsel at Dinsmore & Shohl

Donald Collins, General Counsel/Assistant Director, SERB

Julie Ford, Attorney, Doll, Jansen & Ford

Eric Oliver, Regional Attorney, NLRB

#### Ethical Issues in the Workforce

This session will examine current ethical issues in the workplace of interest to employees and employers. Feedback and participation from the audience will be encouraged. **CLE Ethics Credits** are available.

#### Panel Speakers

Jennifer J. Clemons, J.D., Benefits Compliance, Macy's

Teressa L. Elliott, J.D., Associate Professor of Business Law, NKU

#### Violence and Threats in Today's Workforce

This workshop will focus on the issue of threats and violence in the workforce today. More specifically, the panel will discuss how arbitrators generally look at just cause in this context, particularly given today's climate, where we seem to be bombarded with media reports about workplace violence, mass shootings, and the like. How does that backdrop frame an arbitrator's analysis of the situation? Do comments, including comments on social media, that may have once been taken as nothing more than insincere blustering now have to be taken more seriously? And, even if an arbitrator finds she or he would not have taken them seriously, should the arbitrator set aside an employer's discipline based on its judgment of the situation? Do progressive discipline and the notion of rehabilitation have any place in this analysis?

#### Panel Speakers

Justin Flamm, Partner, Taft Stettinius & Hollister LLP

Bill Heekin, Founder, Arbitration and Mediation Service

Pam Newport, General Counsel UFCW 75

#### Effective Dispute Resolution Systems

Challenges within Labor-Management Relations have produced modern forms of conflict resolution. This workshop will explore conflict resolution systems such as individual arbitration; interest-based mediation and problem solving; and cost effective mechanisms which impact and effectively resolve the inevitable disputes arising out of an employment setting.

#### Panel Speakers

David M. Cook, Partner, Cook & Logothetis, LLC

Frank Warnock, Assistant City Manager and Solicitor, City of Covington

Moderator: Joe Trejo, Commissioner, FMCS