

2017 Spring Conference

“Opportunities in Uncertain Times”

Proudly Presented by the

Michigan Labor-Management Association



Thursday May 25, 2017

Lansing Convention Center

333 E. Michigan Ave

Lansing, MI 48933

Michigan Labor-Management Association

4337 East Grand River Avenue, #224

Howell, Michigan 48843

517-546-7293 * www.mlma.org * webmaster@mlma.org

**Michigan Labor-Management Association
Statewide Conference
May 25, 2017**

"Opportunities in Uncertain Times"

Where: Lansing Convention Center
333 E. Michigan Ave
Lansing, MI 48933 (517) 483-7400

Who: Private and Public Sectors
Labor & Management Representatives and Neutrals

Subject Matter: Health Care, Public Schools/School of Choice NAFTA-TPP; NLRB/MERC; FMLA;
DOL; Retirement /Pensions;; Skill Based Training

8:00am Registration

8:45am Introductions
MC: Kent Sharkey, President CEO Ulliance
Dr. Keith Levick, Education Director, Goren and Associates

9:00am Charles L. Ballard, Department of Economics Michigan State University
Analysis of Michigan's Economy and Tax System;
Econometric Analysis of Trends in Income Inequality in Michigan

9:45-10:30am Panel: Rich Studley, President & CEO, Michigan Chamber of Commerce
Ron Bieber, President MI-AFL-CIO

Break

10:45-Noon Workshops Round ONE (see p. 3 for workshop descriptions)

- A. Labor and Employment Outlook/Updates for 2017
- B. Learn to Reduce Your Stress During These Turbulent Times
- C. Looking Anew at Interest-Based Negotiations; New Urgency, New Perspectives

Noon-12:45pm **Lunch**

1:00-2:15pm Workshops Round TWO (see p. 3 for workshop descriptions)

- D. Labor and Employment Outlook/Updates for 2017
- E. Give Your Organization Some Proper TLC...Teams, Leadership, and Change
- F. Costing the Labor Agreement

Break

2:30-4:00pm Healthcare Policy Update

Panel: Jonathan Linder, Director, Federal Public Policy at BCBSM
Suzanne Mitchell, Director, Social Security Department, International Union, UAW

4:00pm Closing Statements, Kent Sharkey, President CEO Ulliance, Conference MC

A Labor and Employment Outlook/ Updates for 2017

James R. Spalding Supervisor - Mediation Division, Bureau of Employment Relations (BER)
Lynn Morison, Staff Attorney, BER,
Tom Good, Resident Officer , NLRB

A review of recent significant cases before the NLRB and the Michigan Employment Relations Commission

B Learn to Reduce Your Stress During These Turbulent Times

The saying “the only constant in life is change” is extremely relevant to today’s fast-paced organizations. From changes in the economy to changes mandated at work, we are called upon to implement changes that originate elsewhere. While change is inevitable, controlling the stress associated with change can be managed. This program focuses on developing the skills to effectively deal with the challenges of change occurring in our personal and professional lives.

Learning Objectives—At the end of this course, participants will be able to:

- Discover how stress is a natural byproduct of change
- Determine causes of stress during change
- Identify reasons people resist change
- Identify points of control in the midst of chaos
- Integrate stress reduction strategies in the workplace

C Looking Anew at Interest-Based Negotiations: New Urgency, New Perspectives

John Beck and Julie Brockman,
School of Human Resources and Labor Relations, Michigan State University

This workshop will review alternatives within interest-based approaches to bargaining and conflict resolution. Special emphasis will be placed on using the methods and tools for successful outcomes and on the current organizational imperatives that bring renewed urgency to choosing interest-based techniques.

D Labor and Employment Outlook/Updates for 2017

James R. Spalding Supervisor - Mediation Division, BER
Lynn Morison, Staff Attorney, BER,
Tom Good, Resident Officer of the NLRB

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E "Give Your Organization Some Proper TLC... Teams, Leadership, and Change"

Facilitated by Dr. Greg Huszczo

When searching for opportunities in these uncertain times, key managers and union leaders will need knowledge of the phases **Changes** tend to go through; **Teams** to form in order to solve problems, get the work done, and provide support; and the behaviors and styles of effective **Leaders** in this 21st Century. In this interactive session you will not only learn about Teams, Leadership and Change, but also, will be guided in assessing your organization’s readiness to provide this TLC for the benefit of the organization and its people.

F Costing the Labor Agreement

Bob Chiaravalli, Strategic Labor and Human Resources, LLC

The ability to accurately cost a contract is not only essential to making decisions in collective bargaining, it is also a core competency for labor relations practitioners. In this workshop, we will discuss when and where unions and employers have the greatest need for accurate costing, how to assign and to whom to assign the costing role, what elements of cost should be included, how calculations are made, how it can influence the bargaining demands of either side, how it fits in with different approaches to negotiations, and how other subtle uses of data can aid the negotiators.

MLMA
4337 E. Grand River #224
Howell, Mi 48843



Registration Form:

Organization: _____ Contact: _____

Address: _____ Title: _____

City/State/Zip: _____ Phone: _____

E-mail: _____

Attendees: Please copy additional registration forms if more than four are attending from your site.

1. Name/Title _____ Workshop Preferences: A B C // D E F

E-mail _____

2. Name/Title _____ Workshop Preferences: A B C // D E F

E-mail _____

3. Name/Title _____ Workshop Preferences: A B C // D E F

E-mail _____

4. Name/Title _____ Workshop Preferences: A B C // D E F

E-mail _____

*Registration fee is \$129 per person, \$119 per person for four or more from same worksite/local/organization. Cancellations received after May 19, 2017 will be subject to a \$50.00 fee. Substitutes for cancelled registrants are welcome.

Please return this form by e-mail with payment or request for invoice to:

Michigan Labor-Management Association, 4337 East Grand River Avenue, Box 224,
Howell, MI 48843. or by E-Mail to webmaster@mlma.org

No. _____ attending @ \$ _____ each **TOTAL \$** _____

***EARLY BIRD REGISTRATION:
Prior to May 5, 2017
\$115 PP or groups of 4+ \$105 PP**