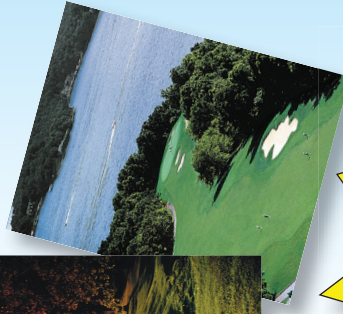




**23RD ANNUAL MID-AMERICA
LABOR/MANAGEMENT CONFERENCE**

June 30-July 3, 2008



Lodge of Four Seasons
Lake of the Ozarks, Missouri
www.4seasonsresort.com

For more information contact:
Bob Stacks or Cheryl Garrett
ESOB
700 SW Harrison St. 2-West
Topeka, KS 66603
bstacks@ksdot.org
or 785-296-2279

LABOR/MANAGEMENT COOPERATION

Introduction

The Planning Committee for the 23rd Annual Mid-America Labor/Management Conference is proud to announce the dates of June 30th through July 3rd, 2008, for the annual presentation of the conference. Our conference theme, "Labor/Management Cooperation," is timely for labor and management, as our goal is to continue strengthening labor-management relations in America. The registration fee is \$225. On-site registration cost is \$300.

Our participating sponsors make it possible to bring together labor and management representatives to cultivate cooperative attitudes and share programs designed to resolve problems in the workplace. It is through their generous support that the conference is presented.

The conference is designed to both educate and entertain. Included are programs designed for spouses and children, from the 1st of July Barbeque through the closing banquet and entertainment on Thursday.

Planning Committee Members

Victor Blackwell - Chicago, IL
Clark Blodgett - Topeka, KS
Steve Boyce - Topeka, KS
Eugene Bralley - Kansas City, MO
Winston Brooks - Wichita, KS
Patrick Bush - Topeka, KS
Ed DeSoignie - Kansas City, KS
Amy Girardi - Springfield, IL
Bob Jacobi - Kansas City, MO
Herb Johnson - Jefferson City, MO
Greg Jones - Wichita, KS
Ronn Morehead - Normal, IL
Cindi Nance - Kansas City, MO
Jerry Powell - Topeka, KS
Jim Riordan - Des Moines, IA
Bob Stacks - Topeka, KS
Robert J. Thompson - Wichita, KS
Herman Wallace - Kansas City, MO
John Williamson - Topeka, KS

Sponsors

Brotherhood Bank
CISCO Systems
Hewlett-Packard (HP)
Illinois AFL-CIO
Integrated Solutions Group (ISG)
Kansas AFL-CIO
Kansas Department of Administration
Kansas Department of Labor
Kansas Department of Transportation
Kansas United
Lockton Companies
Missouri AFL-CIO
Northeast Kansas Building & Construction Trades Council
The Heavy Constructors Association of Greater Kansas City
Trades Council
The United Teachers of Wichita
Westar Energy Inc.

Acknowledgements

The Mid-America Planning Committee wishes to acknowledge the contributions of the following:

Federal Mediation & Conciliation Services
IBEW LU 304
Illinois ELRB
Iowa PERB
Kansas City Area Arbitrators Round Table
Kansas AFL-CIO
Kansas PERB
Kansas Department of Administration
Kansas Department of Labor
Kansas National Education Association (KNEA)
Labor Management Council of Greater KC
Missouri AFL-CIO
Missouri Nurses Association
PRO Line Construction
UFCW Local No. 2
Wichita Public Schools



The following CLE hours have been approved for the 2008 Conference:

Missouri	9.0 Total Credit Hours (Includes 2.4 Professionalism Credit Hours)
Iowa	19.5 Total Credit Hours (includes 2 Ethics Hours)
Kansas	7.5 Total Credit Hours (includes 2.0 Professional Responsibility Hours)

Monday, June 30th

12:00pm - 6:00pm

Conference Registration Desk Opens

Conference Registration Desk is located down the hallway past the "Lobby Bar"

7:00pm - 9:00pm
Lake View Patio

Welcome Reception

Tuesday, July 1st

7:00am

Conference Registration Desk Opens

Conference Registration Desk (Hallway Past the "Lobby Bar")

8:00am - 9:00am
Marbella Ballroom Foyer

Continental Breakfast: Sponsored by CISCO Systems

9:00am - 9:15am
Marbella Ballroom

Welcoming Comments and Introductions

Bob Stacks, Conference Committee Chair
Bobby Thompson, Regional Mediator, FMCS

9:30am - 11:30am
Marbella Ballroom

Opening Session

"Working Together" An American Airlines Labor/Management Success Story

A look at Labor/Management relations at American Airlines in the late 1990s to early 2000s Including landmark bargaining in 2003.

Ken and Mike will explore the impact of 9/11 and the financial challenges of American Airlines and the airline industry from 2000 - 2003. They will share how the structure and philosophy of "Working Together" was shaped and review how early activities and initiatives impacted decisions. They will also share how goals were set, how results were achieved, and the lessons learned along the way. And finally they will discuss what they see as the "Evolution of Working Together" and its future direction.

Ken Durst, General Mgr. Maintenance & Engineering, American Airlines, Tulsa, OK
Mike McDonald, VP Transport Workers Union, American Airlines, Tulsa, OK

LABOR/MANAGEMENT COOPERATION

12:00pm – 1:15pm
Granada “B”

Lunch: Sponsored by The Heavy Constructors Association of Greater Kansas City

1:30pm - 3:30pm (2 hrs)
Granada “A”

Role of the Neutrals in the “Federal Sector Bargaining Process FMCS/FSIP”

Joe Schimansky, Executive Director, Federal Services Impasse Panel which is part of the Federal Labor Relations Authority, FLRA/FMCS

Gene Bralley, Director and FMCS Commissioner of Mediation Services, St. Louis Regional Office

1:30pm - 2:30pm (1 hr)
Granada “C”

Recent Developments in Missouri’s Public Sector Labor Law: Times They Are a- Changin’ ...

Louie Wright, IAFF 2nd District Vice President & Local 42 President, Kansas City, Kansas

2:30pm - 3:30pm (1 hr)
Granada “C”

“Lessons in Negotiating New Public Sector MOAs”

John Yeary, Director of Labor Relations and Chief Negotiator, State of Kansas, Topeka, Kansas
Representatives of the Kansas Organization of State Employees (KOSE) Union

3:30pm - 3:45pm
Granada Foyer

Break: Sponsored by The United Teachers of Wichita

3:45pm - 4:45pm (1 hr)
Granada “A”

Pensions and the Future, “Are You Ready? Is it Still There?”

An issue near and dear to our hearts is our pension and its solvency. Every sector, be it public or private, is or has wrestled with pensions and their stability. Some are doing a better job than others. Learn who is and who isn’t and what you can do about it.

Dave Renfro, FMCS Commissioner, Dallas, Texas

5:00pm

Conference Registration Desk Closes

6:00pm – 1:00am
Valencia 1 & 2 (Deck outside Valencia Rooms)

Family BBQ Dinner followed by Karaoke Entertainment

Wednesday, July 2nd

7:00am

Conference Registration Desk Opens

7:30am – 8:30am (1 hr)
Granada “B”

Breakfast: Sponsored by Lockton Companies and Brotherhood Bank

9:00am - 11:30am (2 hrs)
Granada “C”

A Mock Arbitration Hearing “You be the Arbitrator”

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

Hearing Participants:

Jerry Powell, Powell and Associates - **Representing Labor**

Rex Wiant, Fact Finder/Arbitrator Kansas City, Missouri - **The Arbitrator**

A. J. Kotich, Chief Counsel, KS Dept. of Labor - **Representing Management**

Ken Gorman, Chair, Kansas PERB - **Acting as Grievant**

Janet Palmer, Dir. of Human Resources, KS Dept. of Labor - **Representing Human Resources**

Steve Boyce, Atty., Mngr. of Labor Relations, Westar Energy - **Moderator**

9:00am - 10:15am (1.5 hrs)
Granada “A”

Challenges & Initiatives Associated With Federally Legislated “No Child Left Behind”

Panel:

Winston Brooks, Superintendent, City of Wichita Public Schools, USD 259, Wichita, Kansas

Dr. Chris Wright, Superintendent, Hazelwood School District, Hazelwood, Missouri

Greg Jones, KNEA, Union Service Director, Wichita, Kansas

Terry Forsyth, KNEA, Director of Political Action and Instructional Advocacy, Wichita, Kansas

10:15am - 10:30am
Granada Foyer

Break: Sponsored by The United Teachers of Wichita

10:30am - 11:45am (1.5 hrs)
Granada “A”

Dealing With Difficult People in the Workplace and at Home

Edward Deming, the father of quality management, said that “People can face almost any problem except the problem of people”. They can work long hours, face declining business, even the loss of a job, but they can’t deal with the difficult people in their lives.

This workshop will help you identify some of the ways you may be contributing to these problems and give you some strategies you can adopt, at work and in your personal life.

Todd Dugan, Staff Development Specialist, Bureau of Personnel Services, KS Dept. of Transportation, Topeka, Kansas

Lunch & Dinner.....

On Your Own

Wednesday Afternoon Open Activities:

Golf Tournament at Seasons Ridge (Shotgun Start), Open Networking (Exchange of Best Practices), Lake Cruises (See departure times at Conference Registration Desk), MALMC Subcommittee Meetings

LABOR/MANAGEMENT COOPERATION

Thursday, July 3rd

7:00am

Registration Opens

8:00am – 9:00am
Granada “B”

Breakfast: Sponsored by Missouri & Illinois AFL-CIO

9:30am - 11:30am (2 hrs)
Granada “C”

“The Future of Organized Construction”

An in-depth discussion by industry leaders about the anticipated issues facing the construction industry now and in the future.

Panel:

Don Greenwell, President, Builders’ Association and Associated General Contractors Chapter in Kansas City

Gary Kemp, Business Manager, Greater Kansas City Building and Construction Trades Council

Leonard Toenjes, Executive Director of the Associated General Contractors of St. Louis

Jim LaManitia, Executive Director of “Pride of Saint Louis”, Saint Louis, Missouri

9:30am - 10:30am (1 hr)
Granada “A”

“Law at the Movies - The Public’s Perception of Lawyer Ethics”

Marty Marsh Snyder, JD, Assistant Attorney General, Civil Litigation Division, State of Kansas, Topeka, Kansas

10:30am - 10:45am
Granada Foyer

Break: Sponsored by The United Teachers of Wichita

10:45am - 11:45am (1 hr)
Granada “A”

“Ethics Jeopardy!” - Summaries of Kansas Supreme Court Attorney Discipline Decisions for the Past Year

Marty Marsh Snyder, JD, Assistant Attorney General, Civil Litigation Division, State of Kansas, Topeka, Kansas

12:15pm - 1:15pm
Granada “B”

Lunch: Sponsored by Hewlett-Packard (HP) and Integrated Solutions Group (ISG)

1:30pm - 3:45pm
Granada “C”

An Overview of the Role of National Labor Relations Board (NLRB), “The Act and Associated Issues”

Overview Includes:

- Employees’ Rights to Engage in Union and “Other Protected Concerted Activities”
- Provide a Review of the NLRB-Conducted Union Elections of July 3rd, 2007
- Review the Collective Bargaining Process and the NLRA and Discuss
- Discuss the Latest Union/Management Issues Under the National Labor Relations Act (NLRA)

Charles (Chuck) Hoskin, Regional NLRB Representative, Tulsa, Oklahoma

1:30pm - 2:30pm
Granada “A”

Learn Techniques for Overcoming Negativity in the Workplace

Negaholics are individuals addicted to negative thinking and behaviors – Are they ruining **your** workplace?

This high-energy, results-oriented workshop reveals powerful tools for overcoming negativity in the workplace and on the road to a positive work environment.

Sherry Petrie-Fitzgerald, Chief Training Coordinator, Bureau of Personnel Services, KS Dept. of Transportation, Topeka, Kansas

2:30pm - 2:45pm
Granada Foyer

Break: Sponsored by The United Teachers of Wichita

2:45pm - 3:45pm
Granada “A”

“Reforming Health Care: A Critical Challenge”

What do employers and employees face in the coming years? What will the face of Health Care look like? What are the challenges facing users and providers?

Glen Jett, BSN, RN, BC, President of Missouri Nurses Association (MONA) and member of the ANA House of Delegates

5:30pm - 6:30pm

Reception

6:30pm - 9:00pm

Banquet & Entertainment

9:00pm - 10:30pm

Sponsor Raffle & Awards

CONFERENCE REGISTRATION

HOTEL INFORMATION

The Lodge of Four Seasons offers a special conference rate of \$98 per room per night for traditional rooms based on single or double occupancy. Conference rates are good for two days prior and two days after the conference. Two-bedroom condominiums are available at \$200 per night and three-bedroom condominiums at \$300.

All reservation requests must be accompanied by a deposit of one night's room and tax. Deposits are fully refundable if a room is cancelled 7 days or more prior to the arrival date.

Rooms are available after 4:00 p.m. Check out time 11:00 a.m.
For Reservations call toll free: 1-888-265-5500 Direct: 573-365-3000

You are strongly encouraged to reserve your room as soon as possible.

Located on the beautiful Lake of the Ozarks, the Lodge of Four Seasons is a waterfront resort that offers amenities to meet every desire – from 45 challenging holes of championship golf to the soothing atmosphere of Spa Shiki, both recognized through the Midwest and beyond for their excellence. Water recreational activities include parasailing, wave running, fishing, boating, skiing, and a scenic lake cruise. The Adventure Club welcomes kids from ages 4-12 to enjoy a variety of activities with the Adventure Club Crew.

For driving directions and more lodge info visit:

<http://www.4seasonsresort.com/gethere.htm>

Lodge of Four Seasons • P.O. Box 215 Horseshoe Bend Parkway • Lake Ozark, MO 65049

CONFERENCE REGISTRATION FEE

Conference Registration Fee is \$225. On-site registration cost will be \$300. No registration refunds will be given on or after June 1, 2008.

Substitutes are allowed. "No shows" are not refundable and are liable for the full registration fee.

The registration fee includes the cost of all conference sessions, Tuesday breakfast, lunch and Barbeque, Wednesday breakfast, Thursday breakfast, lunch, and evening Reception and Banquet.

Guest Ticket Information:

An adult guest ticket for the July 1st Barbeque is \$25. Children's tickets are \$15 (12 & under). An adult guest ticket for the Thursday, July 3rd Banquet is \$30. Children's tickets are \$15 (12 & under).

Please make your checks or money orders payable to the Mid-America L/M Conference, and mail your advance registrations to:

**Mid-America L/M Conference, Attention: Cheryl Garrett
Post Office Box 557
Topeka, KS 66601**

CLEs requested for Illinois, Iowa, Kansas, Missouri, and Oklahoma

GOLF TOURNAMENT REGISTRATION FORM

The Conference Planning Committee no longer conducts registration for the golf tournament played in conjunction with the conference. These registrations must be sent to the Lodge of Four Seasons Golf Department no later than June 21, 2008. This year's format will be a four-person scramble. The cost will be \$75.00 (check or credit card), which covers green fees, cart rental, refreshments, and the tournament fee. We will play at the beautiful Seasons Ridge Golf Course on July 2 at 1:30 p.m. Bring a team, or let us pair you up, but sign up today! **Space is Limited!**

Make Golf Tournament checks payable to Lodge of Four Seasons

**Mail to: Golf Department c/o Lodge of Four Seasons
P.O. Box 215
Horseshoe Bend Parkway
Lake Ozark, MO 65049**

Name: _____ Phone: _____

Partners: (name & phone) _____

Yes, my check is enclosed for \$75.00 per person or call 1-573-365-8721 and pay by credit card or email tcoordinator@4seasonsresort.com.

(Detach here and mail registration form)

MID-AMERICA LABOR/MANAGEMENT COOPERATION CONFERENCE REGISTRATION FORM

To allow time to process your request, notification should be received no later than one week prior to the conference.

For further information, contact Cheryl Garrett at (785) 296-2279.

Please specify special accommodations needed:

Name: _____

Organization: _____

Title: _____

Address: _____

City/State: _____

Telephone (office): _____

E-mail Address: _____

Fax Number: _____

Enclosed is a check or money order for the conference registration.

We apologize, but no credit cards are accepted.

This amount includes dinner and entertainment tickets for:

____ Barbeque Adult Guest Ticket @ \$25

____ Barbeque Child Ticket(s) (ages 12 and under) @ \$15

____ Banquet Adult Guest Ticket @ \$30

____ Banquet Child Ticket(s) (ages 12 and under) @ \$15

Mail to:

**Mid-America L/M Conference
Attention: Cheryl Garrett
Post Office Box 557
Topeka, KS 66601**