

**LABOR/MANAGEMENT COOPERATION**



**July 4-6, 2007**  
**22<sup>ND</sup> ANNUAL MID-AMERICA**  
**LABOR/MANAGEMENT CONFERENCE**



*Lake of the Ozarks, Missouri*

Lodge of Four Seasons  
P.O. Box 215  
Horseshoe Bend Parkway  
Lake Ozark, MO 65049  
[www.4seasonsresort.com](http://www.4seasonsresort.com)

## LABOR/MANAGEMENT COOPERATION

### Introduction

The Planning Committee for the 22nd Annual Mid-America Labor/Management Conference is proud to announce the dates of July 4th through July 6th, 2007, 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 \$200. On-site registration cost is \$250.

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 4th of July Barbeque and fireworks display through the closing reception and celebration dinner and entertainment on Friday.

### Planning Committee Members

Victor Blackwell - Chicago, IL  
Clark Blodgett - Topeka, KS  
Eugene Bralley - Kansas City, MO  
Winston Brooks - Wichita, KS  
Patrick Bush - Topeka, KS  
Robert A. Crouch - Village of Matteson, IL  
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  
Andy Pachasa - 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  
Pam Wood - Des Moines, IA

### Acknowledgements

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

Capital Electric Line Builders  
Cisco Systems  
Federal Mediation & Conciliation Service  
Fraternal Order of Police  
Hewlett-Packard  
IBEW LU 304  
Illinois AFL-CIO  
Illinois ELRB  
Integrated Solutions Group (ISG)  
Iowa PERB  
Iowa Workforce Development  
Kansas AFL-CIO  
Kansas PERB  
Kansas Department of Administration  
Kansas Department of Labor  
Kansas Department of Transportation  
Labor Management Council of Greater KC  
Missouri AFL-CIO  
Shawnee Co. Kansas Dept. of Human Resources  
The Heavy Construction Association of  
Great Kansas City  
Topeka Federation of Labor  
UFCW  
Westar Energy Inc.  
Wichita Public Schools

## LABOR/MANAGEMENT COOPERATION

### Wednesday, July 4th

- 11:00am – 6:30pm Registration Desk Open (Main Lodge)
- 12:00pm Golf Tournament at Seasons Ridge Golf Course, Shotgun Start 1:00pm
- 6:30pm Conference Barbeque Dinner (Outside Lower Deck)
- 9:30pm Lodge of the Four Seasons Fireworks Extravaganza

### Thursday, July 5th

- 7:00am Registration Desk Opens  
An Internet “Cafe”, located outside conference meeting rooms, will be available to conference attendees each day. The “Cafe” is Sponsored by Hewlett Packard, Cisco Systems, and Integrated Solutions Group (ISG).

8:00am – 8:45am BREAKFAST (Continental)

9:00am - 10:30am Keynote Speaker: Dr. Story Musgrave, Space Shuttle Astronaut



10:45am - 12:00pm Generational Diversity and Differences in the Workplace: Boomers, GEN X, GEN Y “How Do They Communicate to Get the Job Done?”  
Commissioner Barbara Rumph, Federal Mediation and Conciliation Service (FMCS), St. Louis, Missouri

10:45am - 12:00pm Legislative Issues/Recent Developments for Kansas, Illinois, Iowa, and Oklahoma  
Kansas, Illinois, Iowa, and Oklahoma PERB Representatives and Illinois Education Labor Relations Board Representatives

12:15pm – 1:30pm LUNCH sponsored by Hewlett-Packard and Integrated Solutions Group

1:45pm - 2:45pm (Continued) Legislative Issues/Recent Developments for Kansas, Illinois, Iowa, and Oklahoma Public Employee Relations Board (PERB)  
Kansas, Illinois, Iowa, and Oklahoma PERB Representatives and Illinois Education Labor Relations Board Representatives

1:45pm - 2:45pm Workplace Violence “Prone to or Prepared For?”  
Commissioner Dave Renfro, Federal Mediation Conciliation Service (FMCS), Dallas, Texas

2:45pm - 3:00pm BREAK, Refreshments

3:00pm – 4:00pm Collective Bargaining “How to Bargain For a Contract Both Parties Can Live With”  
Paul Lira, Business Manager, IBEW Local 304 and Steve Boyce, Labor Relations Manager, Westar Energy

3:00pm – 4:00pm The Role of Secondary Technical Education in the Workplace:  
Panel: Winston Brooks, Superintendent, Wichita Kansas Public Schools; Joel Hudson, Director of Secondary Technical Programs, Wichita Public Schools; Neil Wheeler, Coordinator of Secondary Technical Programs, Wichita Public Schools; and Bruce Deterding, Principal, Wichita Heights High School, Wichita Public Schools

4:15pm – 5:30pm Apprenticeship Panel Discussion “A Look at Local, State, and National Apprenticeship Training Initiatives”  
Neil Perry, Missouri State Director, Office of Apprenticeship, U.S. Department of Labor  
Greer Sisson, Iowa State Director, Office of Apprenticeship, U.S. Department of Labor  
Loretta Shelley, Apprenticeship Program Manager, Kansas Department of Commerce, Topeka, Kansas

4:15pm – 5:30pm Alternative Dispute Resolution in the Workplace: “Handling Internal Disputes”  
Art Thompson, Attorney and Dispute Resolution Coordinator, Office of Judicial Administration, Kansas Supreme Court, Topeka, Kansas.

7:00pm – “Open Mike” Karaoke Night ...Blue Moon Lounge

## LABOR/MANAGEMENT COOPERATION

**Friday, July 6th**

7:30am

Registration Desk Opens

8:00am – 9:30am

**BREAKFAST** sponsored by AFL-CIO

10:00am -11:00am

**Changing The Culture of Organized Construction to Build Market Share**

Bob Jacobi, Executive Director, Labor Management Council of Greater Kansas City

10:00am – 11:00am

**The Challenges of Change in the Workplace**

Jerry Johnson, Author, Speaker, and Former Senior Consultant with The Menninger Leadership Center, Topeka, Kansas

11:15am - 12:15pm

**The Challenges of Stress in the Workplace**

Jerry Johnson, Author, Speaker, and Former Senior Consultant with The Menninger Leadership Center, Topeka, Kansas

11:15am – 12:15pm

**Developing Case Law in the Public Sector**

Administrative Law Judges (ALJ) From Iowa, Kansas, and Illinois

12:30pm – 1:30pm

**LUNCH** sponsored by The Heavy Constructors Association

1:45pm – 2:45pm

**“Health Care Plans Yesterday, Today and Tomorrow”**

Linda Spradling, Administrative Manager, SEIU Local 2000, Health & Welfare & Pension Fund, St. Louis, Missouri

1:45pm – 2:45pm

**“Fair Share Agreements” The 2007 Iowa Experience**

Jim Riordan, Chair, Iowa PERB

2:45pm – 3:00pm

**BREAK**

3:00pm – 4:00pm

**Police Negotiations/Grievance Review Board**

Ronald Miller, Chief of Topeka Police Department, Topeka, Kansas

Detective Sergeant Steve Taylor, Chairman, FOP, Lodge No. 3 Labor Council, Topeka, Kansas

3:00pm - 4:00pm

**The Issues of: “Hiring, Training, and Retaining Employees”**

George Vega, Director of Personnel, State of Kansas, Topeka, Kansas

4:15pm – 5:15pm

**Pensions at Risk “Planning on Enjoying the Golden Years in Retirement? Plan Again! The Gold May Not Be There.”**

Commissioner Dave Renfro, Federal Mediation and Conciliation Service (FMCS), Dallas, Texas

6:30pm –

**RECEPTION**

7:00pm - 10:00pm

**BANQUET & ENTERTAINMENT**

# CONFERENCE REGISTRATION

## HOTEL INFORMATION

The Lodge of Four Seasons offers a special conference rate of \$95 per room per night for traditional rooms based on single or double. Conference rates are good for two days prior and two days after the conference. Two-bedroom condominiums are available at \$199 | three-bedroom condominiums at \$299.

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 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 challenging holes of championship golf to the soothing atmosphere of Spa Shiki, both recognized through the Midwest and beyond for their excellence. Recreational activities include parasailing, wave running, fishing, boating, skiing, and a scenic lake cruise. The Adventure Club welcomes kids from age 5 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 \$200. On-site registration cost will be \$250. No registration refunds will be given on or after June 1, 2007.**

**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, 4th of July Barbeque, the Welcoming Reception, Wednesday lunch, Thursday lunch, Friday breakfast, evening reception and Banquet.

An adult guest ticket for the July 4th Barbeque is \$25. Children's tickets are \$15. An adult guest ticket for the Friday July 6th Banquet ticket 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, 2007. This year's format will be a four-person scramble. The cost will be \$70.00 (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 4 at 1:00 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 \$70.00 per person or call 1-573-365-8574 and pay by credit card or email [tcoordinator@4seasonsresort.com](mailto: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 @ \$45      \_\_\_\_\_ Banquet Child Ticket(s) (ages 12 and under) @ \$30

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