



# LABOR/MANAGEMENT COOPERATION

## Introduction

The Planning Committee for the 23<sup>rd</sup> Annual Mid-America Labor/Management Conference is proud to announce the dates of June 30<sup>th</sup> through July 3<sup>rd</sup>, 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 1<sup>st</sup> of July Barbeque through the closing banquet and entertainment on Thursday.

## 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  
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:

Federal Mediation & Conciliation Services  
Fraternal Order of Police  
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

## Monday, June 30<sup>th</sup>

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 1<sup>st</sup>

7:00am

### Conference Registration Desk Opens

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

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

### Continental Breakfast

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

12:00pm - 1:15pm  
Granada "B"

### Lunch

## LABOR/MANAGEMENT COOPERATION

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 2<sup>nd</sup> 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**

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 - 8:00pm

Valencia 1 & 2  
(Deck outside Valencia Rooms)

### **Family BBQ Dinner**

## Wednesday, July 2<sup>nd</sup>

7:00am

### **Conference Registration Desk Opens**

7:30am - 8:30am (1 hr)  
Granada "B"

### **Breakfast**

9:00am - 11:30am (2 hrs)  
Granada "B"

### **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**

**Pat Bush**, Dir. of Safety, Westar Energy - **Representing Human Resources**

**Bob Stacks**, Dir. of Administration, KS Dept. of Transportation - **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**

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.....

### **On Your Own**

### **Wednesday Afternoon Open Activities:**

1:30pm

Golf Tournament at Seasons Ridge.....Shotgun Start

1:30pm - 4:00pm  
Granada "A"

Open Networking, Exchange of Best Practices

## LABOR/MANAGEMENT COOPERATION

1:30pm - 4:00pm

Lake Cruises (See departure times at Conference Registration Desk)

1:30pm - 4:00pm  
Granada "B"

MALMC Subcommittee Meetings

Dinner..... On Your Own

### Thursday, July 3<sup>rd</sup>

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

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

1:30pm - 3:45pm  
Granada "C"

#### **An Overview of the Role of National Labor Relations Board, "The Act and Associated Issues"**

#### **Overview Includes:**

- Employees' Rights to Engage in Union and "Other Protected Concerted Activities"
- A Review of the NLRB-Conducted Union Elections of July 3rd
- The Collective Bargaining Process and the NLRA
- The Latest Union/Management Issues Under the 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

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.

An adult guest ticket for the July 1<sup>st</sup> Barbeque is \$25. Children's tickets are \$15 (12 & under). An adult guest ticket for the Thursday, July 3<sup>rd</sup> 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](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 @ \$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**