



32nd Annual AWC Labor Relations Institute

Preliminary schedule of events (updated April 12)

Wednesday, April 25 LRI Pre-Conference Events

8 am – 5:30 pm	Registration (for pre-conference sessions and the Institute)
9 am – 4 pm Pre-conference workshop 1 (lunch included)	<p>Negotiating with unions in the public sector This session provides a legal overview of the collective bargaining process for public agencies in Washington State. Topics include union organizing campaigns, choosing comparables, what to expect during bargaining, common negotiating mistakes, mandatory and permissive subjects of bargaining, the role of elected officials in the process, unfair labor practices, and what happens when the parties can't agree. This session is a must for those relatively new to bargaining, but also offers practical strategies and insights for seasoned negotiators.</p> <p>The registration fee includes a copy of the 2011 edition of <i>The Basics of Collective Bargaining – Negotiating with Unions in the Public Sector</i>. This newly-updated manual, authored by Bruce Schroeder of Summit Law Group, is the definitive resource for anyone in a public agency involved in the collective bargaining process on behalf of management. <i>Bruce Schroeder, Kristin Anger, Sofia Mabee, Shannon Phillips, Rod Younker, Beth Kennar, Summit Law Group</i></p>
1 – 4 pm Pre-conference workshop 2	<p>Building a legacy – From success to succession Each person at every level of an organization has the opportunity to lead and to influence outcomes and results. While most organizations have strategic plans, tactical plans and goals, very few have a strong people plan. Building on the concept of influential leadership, this session focuses on how to grow and develop the organization through its people – and ensure that employees are recruited and cultivated to step into key roles as senior positions become available. <i>Anita Paige, EDGE Global Advisors</i></p>
5 – 7 pm	<p>Welcome reception – Yakima Convention Center Say hello to Yakima as you meet old and new friends in the Outdoor Plaza of the Yakima Convention Center. Relax and enjoy Yakima's abundant sunshine and ideal climate. After the reception winds down, visit any of downtown Yakima's many restaurants or wine tasting rooms. <i>Sponsored by Summit Law Group</i></p>

Thursday, April 26

8 – 9 am	Registration (The registration desk will remain open throughout the day)
9 – 10:30 am Opening general session	<p>Maximizing Your Who, What and How This dynamic, high-energy session offers insights that will bolster your creativity, increase your professional credibility, and strengthen your contribution to a positive and productive work environment. Discover how you can become your greatest resource for success, satisfaction, and team synergy.</p> <p>You'll walk away with the tools to better understand your strengths, enhance your own personal power of influence, and make a meaningful and lasting impact on your team and the organization as a whole – while having more fun in the process. <i>Linda Russell-Callecod, Seraphim Consulting</i></p>
10 am – 7:30 pm	<p>Exhibit Find the latest resources and information to help you provide services efficiently and effectively. Visit with the exhibitors and see what they can offer you.</p>
10:45 – noon Concurrent sessions	<p>Annual update of PERC and interest arbitration decisions This session provides an overview of employment decisions issued by the Public Employment Relations Commission (PERC) over the past year, their implications for employers, and an update on recent interest arbitration decisions.</p>

	<p><i>Otto Klein, Summit Law Group</i></p> <p>Workplace harassment and employment discrimination What are the courts saying these days about harassment and discrimination issues? This session will address new developments and what they mean for public employers, outline sound employment practices to prevent discrimination and harassment, and offer advice on how to defend against claims. <i>Pat Buchanan and Sarah Mack, Patterson Buchanan Fobes Leitch & Kalzer</i></p> <p>Employee information and public records disclosure obligations Unions are increasingly using information requests directed to public employers, asserting this information is needed for contract negotiations and grievance processing. This presentation will help employers analyze their legal obligations to respond to such requests, under both the state's collective bargaining and public disclosure laws. <i>Kristin Anger and Sofia Mabee, Summit Law Group</i></p> <p>RESPECT® This powerful collaboration process guides participants through a framework of thinking to build a culture of teaming, inclusion and ultimately innovation. This influential program establishes a common understanding of what respect looks like, feels like, and how it differs from tolerance. Through carefully researched and validated exercises, this brain-based workshop takes you along a comprehensive learning path that expands awareness, develops emotional intelligence, offers critical insights into human thought and behavior norms, and helps develop an easy-to-apply "tool kit" proven to increase personal capacity for more consistently respectful behavior leading to breakthrough results for the team and organization. <i>Anita Paige, EDGE Global Advisors</i></p>
Noon – 1:15 pm	Lunch – provided
1:15 – 2:45 pm Concurrent sessions	<p>Annual update of PERC and interest arbitration decisions (repeated session) <i>Otto Klein, Summit Law Group</i></p> <p>Employment law update: Key developments A number of key court decisions and other national developments during the past year have important implications for public employers in Washington. Come hear the latest developments in employment law at the federal and state levels – to make sure your policies and practices are keeping pace! <i>Tom Hutton, Patterson Buchanan Fobes Leitch & Kalzer</i></p> <p>Making the most of generational differences Unlike any previous time in our nation's history, there are four very different and distinct generations in the workplace. Supervisors and managers report feeling overwhelmed with the competing needs of all four groups. This session offers the latest news on generational issues, sharing what employers have learned so far about blending the different generations. You'll learn how to manage the challenges, strengthen communication, and reap the many rewards of having such diversity and expertise on the same team. <i>Janice Corbin, Sound Employment Solutions</i></p> <p>Brain rules at work – Harnessing the power of the brain for increased productivity and less stress This most interesting journey into the three pounds of muscle-matter that controls everything we think, feel and do, will change your "surviving" into "thriving" at work and at home. This session explores the twelve principles in Dr. John Medina's book, "<i>Brain Rules</i>," and provides strategies for increased productivity while reducing stress and boosting your EQ. <i>Linda Russell-Callecod, Seraphim Consulting</i></p>
3 – 4:30 pm	<p>Evaluating arbitrators & mediators This interactive session will provide participants the opportunity share what they know about the current crop of arbitrators and mediators. Learn who's good and who to avoid at all costs. Sponsored by the Washington Public Employer Labor Relations Association (WAPELRA). <i>Facilitator: Brent Long, Pierce County, WAPELRA Vice President</i></p> <p>What's new in wage and hour law</p>

	<p>This session will focus on recent developments in case law, targeting some of the most challenging aspects of the FLSA for public employers. Our experts will help you sort through the complexities, determine where you may be vulnerable, and offer advice for how to take corrective action if there's a problem. Get the latest information to ensure you're paying employees properly, protecting your jurisdiction from potential liability, and keeping overtime costs under control. <i>Beth Kennar and Bruce Schroeder, Summit Law Group</i></p>
	<p>It's time for a tune-up: Getting the most from workplace policies and procedures Poorly drafted, incomplete or out-of-date personnel policies and employee handbooks can result in complaints, grievances and lawsuits. Find out the most common mistakes employers make – and ways to avoid those traps and protect your jurisdiction from potential liability. Learn how to best use policies to as a guideline for personnel actions, and how effective policies can help prevent or defend against legal claims. <i>Pat Pearce, Davis Grimm Payne & Marra</i></p>
	<p>Reclaiming the soul of human resources As an HR professional for more than 36 years, Cathy Raymond has learned a thing or two! The most important thing she learned was that nurturing and protecting the human spirit is the heart and soul of the profession. But just what is that? How did we lose it? And how do we get it back? Cathy's recently-published book, "Reclaiming the Soul of Human Resources," identifies nine strategies that support the human spirit while helping organizations achieve their goals. Whether you are a generalist or a specialist, a sole performer or a manager, new to the profession or well-seasoned, you'll find her stories inspiring and her suggestions invaluable as you strive to fulfill this core purpose of "people professionals" everywhere. <i>Cathy Raymond</i></p>
5:30 – 7 pm	<p>Exhibit reception – Yakima Convention Center Visit our exhibitors and play the Passport Game – you might win a fabulous prize! Join us for wine tasting and heavy hors d'oeuvres. <i>Sponsored by AWC Employee Benefits Trust, Regence BlueShield, Stoel Rives LLP</i></p>

Friday, April 27

7:30 – 9:30 am	Registration
8 – 8:45 am Early sessions	<p>Legislative update – HR issues in the 2012 legislative session This was a challenging year for the state legislature. Hear what did and didn't happen in the personnel arena, what sweeping pension changes mean for you and your workforce, and what you can expect next year. <i>Candice Bock, Legislative & Policy Analyst, Association of Washington Cities</i></p>
	<p>Incorporating HDHP into the benefit plan mix Adding a healthy dose of High Deductible Health Plan (HDHP), along with a dash of HRA and HSA, may be just the spice that your benefit package needs. This session will provide food for thought when incorporating an HDHP and tax favorable accounts into your benefit offerings, including sample contribution policies and advice from those who have successfully negotiated change. <i>Carol Wilmes, Program Manager, AWC Employee Benefit Trust</i></p>
	<p>L & I's new stay at work program Many of you already have active return-to-work programs for injured workers – and know how these strategies help keep valuable employees at work after an injury and keep your workers' comp premium costs low. Learn how the state's new "Stay at Work" program can reimburse you for some of the expenses of bringing a recovering, injured worker back to safe, light-duty work: 50% of the worker's base wage, up to \$10,000 per claim, plus some expenses. <i>Chris Ver Eecke, Vocational Outreach Specialist, L & I's Stay at Work Program</i></p>
9 – 10:15 am Concurrent sessions	<p>The uncharted territory of unilateral implementation As budget woes continue, employers are increasingly frustrated by little or no movement by unions to address serious financial problems. This timely session is a must if you might be on the road to impasse with your non-uniformed groups – or if you're already there. It provides an overview of the legal framework on how to implement the employer's proposal without union agreement. Hear the</p>

	<p>pros and cons of unilateral implementation, discuss legal and practical considerations, and learn strategies for how to best position yourself during the bargaining process. <i>Bruce Schroeder, Summit Law Group</i></p> <p>Health care reform – What’s next? In 2010, the Patient Protection and Affordable Care Act (PPACA) launched an unprecedented roadmap of regulatory change to employer-sponsored health plans, individual coverage and governmental health programs. Regardless of which side of the political fence you sit on, all agree that it will have everlasting impact on the healthcare landscape. This presentation will review what has occurred since 2010; what are the current conversations at the legislative and judicial levels; and what is on the horizon for health plans in 2013-2014. <i>Melanie Curtice, Partner, Stoel Rives and Health Care Exchange Board Member</i></p> <p>Toxic co-workers, bullies, and you – dealing with them without becoming one of them Annoying people seem to surround us at times, especially in the workplace. In fact, almost everyone has worked with at least one insanely strange individual. Still, there is a huge difference between the truly “toxic” co-worker or “bully” and the normal types of tensions and conflicts that arise from time to time in the average workplace. This session will cover the difference between the merely annoying co-worker and toxic ones or bullies; impacts on the workplace due to toxic employees and bullies; and ways to respond to different types of toxic or bullying behavior. <i>Jim Webber, Jim Webber Training Consulting Investigations</i></p>
<p>10:30 – 11:45 am Concurrent sessions</p>	<p>Top ten issues at the bargaining table What issues are at the top of the agenda for unions this year? Experienced negotiators and practitioners share their thoughts on union demands likely to show up during negotiations – along with strategies for countering their arguments. You’ll hear the pros and cons of tying economic concessions to revenues, get ideas about putting comps in perspective in this economic climate, learn how to identify and respond to creative union ideas for “saving” money, and much more! <i>Cabot Dow, Cabot Dow Associates; Gary Schmitt, Port of Seattle</i></p> <p>Avoiding procedural pitfalls in discipline What are an employee’s rights during the course of a disciplinary action or investigation? Are you confident you fully understand the implications of <i>Weingarten, Loudermill, and Garrity</i>? Unfortunately, the disciplinary process is full of procedural pitfalls – and a misstep along the way can unravel even the strongest case. This session offers guidelines and pointers for successful discipline – helping you avoid the procedural challenges and feel more confident that your disciplinary decisions will be upheld. <i>Rod Younker and Shannon Phillips, Summit Law Group</i></p> <p>A framework for ethical decision-making Do you feel like there’s an ethical decline in today’s workplace? And is there anything you can do about it? This session explores a variety of ethical challenges, stresses the key elements of an effective ethics policy, and offers organizational strategies that support ethical decision-making. You’ll learn the importance of keeping employees informed about the employer’s expectations, and how to ensure both organizational and individual accountability. <i>Janice Corbin and Janet May, Sound Employment Solutions</i></p>
<p>11:45 am</p>	<p>Adjournment</p>