



**Partners in Progress
Annual Spring Conference
April 14-15, 2011
Kellogg Hotel & Conference Center
MSU, East Lansing, MI**

- I. Date: April 14-15, 2011
- II. Location: Kellogg Hotel & Conference Center, MSU, East Lansing
- III. Theme: Moving Forward for Michigan – “Restoring Dialogue”

Conference MC, Kent Sharkey, CEO, TEAM Human Capital Solutions

IV. Thursday Agenda -

Panel Moderator: Ed Hartfield, National Center for Dispute Settlement

A. Thursday, 8:00 a.m. – Moving Forward for Michigan – Restoring Dialogue

Cindy Estrada, Vice President, **UAW**
Michael Duggan, President & CEO - Detroit Medical Center **DMC**
Bob Chiaravalli, CEO, Strategic Labor & Human Resources, LLC
Larry Roehrig, Secretary-Treasury, Michigan **AFSCME**, Council 25

B. Workshops, Round A, 10:30 a.m. – 12:00 Noon

C. Lunch, 12:00 Noon – Mark Gaffney, President, AFL-CIO of Michigan

D. Workshops, Round B, 1:15 p.m. – 2:45 p.m.

E. Thursday, 3:00 p.m.– Michigan’s Time to Come, Dialog Hypothesis

1. Charles Ballard, Economist and Professor, Michigan State University
2. Art Schwartz, recently retired General Director of Human Resources Planning, GM North America
3. Marge Faville- President, SEIU Healthcare Michigan

V. Reception - 5 PM

VI. Friday Agenda

A. Workshops, Round C, 8:30 a.m. – 10:00 a.m.

B. Closing, 10:15 a.m. – *The Emotionally Intelligent Worker*
Keith Levick, Goren and Associates

MLMA 2011 Conference Workshops Descriptions

Thursday, April 14, 2011

10:30 am – 12:00 Noon – Round A

1. MIOSHA

Nella Davis-Ray

S & H Program Manager

MIOSHA and Consultation, Education and Training Division

Department of Energy, Labor and Economic Growth

This workshop will address the Consultation, Education and Training (CET) Division programs which improve safety and health at a worksite by encouraging dialog and fostering cooperation in addressing safety and health related matters. The organization believes that this approach is in the best interest of all parties to improve the work culture through enhanced safety and health awareness and enriched communications. This session will explore improved safety and health awareness and how it reduces the personal losses resulting from injuries/illnesses to workers as well as costs to the employer in lost work hours and workers' compensation claims.

2. Developing Labor Relations Strategy Using Structured Innovation

Bob Chiaravalli

CEO

Strategic Labor & Human Resources, LLC.

Mr. Chiaravalli has developed this workshop to complement his other MLMA presentations on the technical components used in preparing for effective labor relations. For those that have attended his previous workshops, this will serve as a capstone and for those that have not, this will serve as an introduction to structured innovation applied to strategy. Mr. Chiaravalli will introduce the participants to the basics of strategic choices, the use of several innovation processes for achieving strategic objectives, and several technologies used in analysis.

3. The Use of an Employees Assistance Programs an Effective Labor Management Communication Tool

Kent Sharkey, CEO, TEAM Human Capital Solutions

This workshop will highlight how Labor and HR can use their EAP as an effective communication tool toward solving personal and performance issues such as:

- Substance Abuse
- Violence/Co-worker Conflict
- Emotional Issues
- Harassment

1:15 pm – 2:45 pm – Round B

4. Dealing with Conflict Constructively

Greg Huszczo

Author and Professor

Eastern Michigan University

Let's be real...Conflict at work and in relationships is natural...but it doesn't have to be nasty! Join us for this lively, interactive session to learn the advantages as well as the disadvantages of having some conflict in your work and personal life. You will learn five basic approaches to resolving conflicts. We will also discuss a strategy for dealing with particularly difficult people. The session will involve participants sharing their tips regarding conflict management as well as a fun opportunity to practice what you learn.

5. Using Interest Based Bargaining to Improve Workplace Relationships in Difficult Times

Ed Hartfield

Jeff Hartfield

National Center for Dispute Settlement

This workshop will engage participants in a dialogue about the characteristics of IBB that facilitates the improvements in workplace relationships. The workshop will also feature a hands-on opportunity to practice the IBB approach and discuss its applications.

6. Is your Compliant Process a Liability?

Karen Kienbaum

Attorney, The Kienbaum Law Group, P.C. and Justus® Programs

Learn the steps to take to make your employee complaint process an asset to your company-not a liability. Complaints commonly result in costly, embarrassing litigation or visits from regulators like the Department of Labor (DOL), Immigration (ICE), MIOSHA or the EEOC. Many employers have added to their 'dashboard' a complaint process, or at least an "Open Door" policy. All too often these efforts fail, and the process itself becomes a liability. Witness the EEO Charges of 99,990 in 2010, and the costs of civil right suits where average awards are \$250,000. Join this workshop with Karen to get tips and a checklist to test your company's process.

Friday, April 15, 2011

8:30 am – 10:00 am – Round C

7. Building Collegial Workplace Relationships

Keith Levick, Ph.D.

Goren and Associates

It's been said that today's workplace is a microcosm of society. Considering that many workers spend more time at work than they do with their families, it is not unusual for employees to fight, argue, gossip and generally act unprofessional. This negativity can effect job satisfaction and overall productivity. This workshop provides proven skills and techniques employees can use to build a more professional and collegial work (and even home) environment. Implementation of these skills and techniques will promote a more friendly and productive work environment.

8. Pensions and the Economy

Lynda Pittman

Retirement Outreach Director

Municipal Employees Retirement System of Michigan

This program will review public and private retirement challenges and the best practices found to provide employees with sustainability and security post work-life income. Pensions are in the headlines daily, both for the public sector and corporate employers. Pension envy and misconceptions concerning public sector benefits spark taxpayer outcries, while weary 401K account holders lose faith in an acceptable standard of living for their golden years.

9. Concessions are Global – Facing the Public Sector Contracts

Marick Masters

Director, Labor@Wayne, and Professor, Wayne State University

Edgell Turnquist

Director, Michigan Labor-Management Association

This workshop will address the issues facing the public sector negotiations and why it is essential that you consider a labor-management approach at your worksite. We will address the process that unions might consider taking to build support for the needed concessions during these hard times.

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 Organization: _____
 Contact/Title _____:
 Address: _____ City/State/Zip: _____
 Phone: _____ Fax: _____ **EWT/CC
 Email: _____

Registration fee is \$245 per person, \$225 per person for four or more from same worksite/local/organization and \$215.00 for MLMA members. Cancellations received after April 1, 2011, will be subject to a \$100.00 fee. Substitutes for canceling registrants welcome. Please return this form by fax or mail with payment or request for invoice to:
 Michigan Labor-Management Association, 36500 Ford Road, #264,
 Westland, MI 48185-2211 • Fax: (734) 354-8775

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

Payment to MLMA Enclosed Send Invoice No. of Vegetarian Lunches _____

For more information call Ed Turnquist at (734) 354-8736 or Cynthia Corbin at (517) 347-2463.

Hotel registrations: Kellogg Hotel & Conference Center, East Lansing, Michigan, (800) 875-5090

• MLMA rate: \$93 plus tax per single/double until March 25, 2011.

1. Attendee Name _____ Title _____	1. Workshop Preferences: Round A # _____ Round B # _____ Round C #-- _____
2. Attendee Name _____ Title _____	2. Workshop Preferences: Round A # _____ Round B # _____ Round C # _____
3. Attendee Name _____ Title _____	3. Workshop Preferences: Round A # _____ Round B # _____ Round C # _____
4. Attendee Name _____ Title _____	4. Workshop Preferences: Round A # _____ Round B # _____ Round C # _____