

MICHIGAN LABOR-MANAGEMENT CONFERENCE

2010 Partners In Progress

Michigan In Transition

proudly presented by the



Thursday & Friday
April 22 & 23, 2010

Kellogg Hotel &
Conference Center

Michigan State University
East Lansing

Michigan Labor-Management Association
36500 Ford Road, #264 • Westland, MI 48185-2211 • (734) 354-8736
Lansing Office (517) 347-2463 • www.mlma.org

2010 "PARTNERS IN PROGRESS"

GOLD SPONSORS

- Blue Cross - Blue Shield - Blue Care Network of Michigan
- Health Alliance Plan

FRIENDS OF MLMA

- HealthPlus of Michigan
- UAW International Union

SUPPORTING ORGANIZATIONS

- Chippewa Valley Public Schools
- Michigan AFSCME Council 25
- Federal Mediation & Conciliation Service
- Metropolitan Detroit AFL-CIO
- Michigan Employment Relations Commission
- Michigan State AFL-CIO
- Miller, Canfield, Paddock and Stone, PLC
- Plastomer Corporation

CONFERENCE SCHEDULE

Thursday, April 22, 2010

- 7:30 AM - 8:00 AM **Registration and Continental Breakfast**
- 8:00 AM - 10:15 AM **Plenary Session**
Welcome and Introductions:
Kent Sharkey, President & CEO, T.E.A.M. Human Capital Solutions (Conference MC)
Tim Skubick, Michigan Public TV, "Off the Record" (Panel Moderator)
- Keynote Panel: "New Technology, Diversification and Ideas for Michigan's Future"**
George Erickcek, Senior Regional Economist, W.E. Upjohn Institute
Gregory Main, President and CEO, Michigan Economic Development
Stanley (Skip) Pruss, Director, State of Michigan Department of Energy
Tim Magee, International Alliance of Theatrical Stage Employees (IATSE), Film Industry
Tim Skubick, Michigan Public TV, "Off the Record" (Panel Moderator)
- 10:15 AM - 10:30 AM **Break**
- 10:30 AM - 12 NOON **Workshops — Round A**
- 12 NOON - 1:00 PM **Luncheon**
- 1:15 PM - 2:45 PM **Workshops — Round B**
- 2:45 PM - 3:00 PM **Break**
- 3:00 PM - 5:00 PM **Keynote Panel: "Healthcare, Past — Present — Future"**
William E. Hembree, Director, Health Research Institute
Tim Skubick, Michigan Public TV, "Off the Record" (Panel Moderator)
Representatives from UAW International Union, BCBS of Michigan, Health Alliance Plan
and HealthPlus of Michigan
- 5:00 PM - 7:00 PM **Reception**

Friday, April 23, 2010

- 8:00 AM - 8:30 AM **Continental Breakfast**
- 8:30 AM - 10:00 AM **Workshops — Round C**
- 10:00 AM - 10:15 AM **Break**
- 10:15 AM - 12:15 PM **Closing Keynote: Branding Our Role in the American Dream**
Keith Levick, Goren and Associates
- 12:30 PM **Conference Adjourn**

MICHIGAN IN TRANSITION

2010 "PARTNERS IN PROGRESS"

ROUND A

Thursday, April 22 • 10:30 AM - 12:00 NOON

1. Labor Relations in Lean Manufacturing

Bob Chiaravalli,

Strategic Labor and Human Resources, LLC.

This workshop will focus on reducing the cost of labor and invested capital as a percentage of sales while preserving jobs, wages and benefits. We will also discuss how developing a highly competent workforce can build higher value products through different lean approaches.

2. The Art of Verbal Warfare

Kent Sharkey,

CEO, T.E.A.M. Human Capital Solutions

This workshop will highlight developing verbal communication skills useful when an opposing person may become aggressive and confrontational. We will focus on:

- Developing Mental Toughness
- Maintaining Verbal Self-Control and Influence
- Verbal Self-Defense
- The Escalation of Aggression
- Strategy Development

3. Workplace Bullying

Michelle Kaminski,

Associate Professor, School of Human Resources and Labor Relations, Michigan State University

Workplace bullying is a form of psychological violence. It can include verbal abuse, sabotage, and ostracism. It is a widespread problem; about 25 to 30 percent of workers in the US are the target of bullies at some point in their work life. This workshop will discuss what workplace bullying is, how common it is, and the potential costs to both employers and employees. We will also address what individuals, unions, and management can do to stop it and prevent it from happening again.

ROUND B

Thursday, April 22 • 1:15 PM - 2:45 PM

4. Back to Basics: Labor Relations 101

Kalyn Redlowsk,

Miller, Canfield, Paddock and Stone PLC

Workshop will cover the collective bargaining process, including union organization and election procedures. Will also provide an overview of what happens after a union is certified, including the bargaining process. In addition, the workshop will discuss the various dispute resolution processes that both MERC and the NLRB/FMCS offer.

5. Dealing with Transition: At Work and At Home

Dr. Greg Huszycz,

*Professor and Author,
Eastern Michigan University*

Maybe you have been convinced that change is inevitable. It isn't the changes that will do you in it's the transitions. The toughest part is when the old ways are gone but the new ways are not comfortable yet. You are in the transition zone. Come join us in this very interactive session and gain some new ideas in how to let go of the past, to benefit from chaos and fears of the transition zone and to prepare you for your new beginnings. You will get to choose whether to use this workshop to help you with the transitions of your workplace or the transitions of your personal life. You will leave with some insights about your emotions, some options to consider regarding what to do, and some guidance of how to plan for your new life. Life is good ... it's just not fair.

6. PERA and Legal Updates

Lynn Morrison, Attorney, MERC

Mark Cousens, Attorney, Cousens Law Firm

Jim Perry, Attorney, Dickinson Wright, PLLC

Gain up-to-date information and insights on recent cases decided under the Public Employment Relations Act or cases that significantly impact labor and management.

ROUND C

Friday, April 23 • 8:30 AM - 10:00 AM

7. Adjusting to the "Survivors Syndrome": A Stress Management Approach

Keith Levick, Goren and Associates

The focus of this workshop is to teach participants how to manage the stress that results from being a survivor. Participants identify the changes taking place in their organization and learn how it affects them physically, emotionally and behaviorally. Three practical ways to manage stress during changing times are introduced. Participants are also introduced to a model that helps them maintain a positive attitude. Additionally, participants learn a powerful technique that teaches them how to effectively manage stress, frustration and negative thinking.

8. Coalition Bargaining for Healthcare and Compensation

Wayne Cass, Coalition Chair,

Michigan State University

Over the last several contract renewals Michigan State University and the unions representing diverse bargaining unit groups have successfully worked together to address healthcare needs of the University employees from a collaborative coalition approach. This workshop will provide the participants with an opportunity to discover a non-traditional approach to addressing healthcare interests, cost containment and how compensation has been successfully tied to healthcare savings.

9. TRUST – The Foundation For Effective L-M Relationships

Denny Macha, HPower and Associates, LLC.

We know it's important. It's a cornerstone of every effective work relationship. We expect it from others—and they want it from us. Yet it's so fragile and seems to be as elusive as ever. It's TRUST!

In this session you will have an opportunity to identify the current level of trust within your labor-management team and outline steps you can take to continue to build trust. You will have the opportunity to define strategies for overcoming trust barriers that may be keeping you from working together to confront the challenges presented by today's economy. You will learn that building trust takes work ... but it is doable and leads to a spirit of win-win in your labor-management relations!

2010 "PARTNERS IN PROGRESS" Registration Form

Organization: _____ Contact: _____
 Address: _____ Title: _____
 City/State/Zip: _____ Phone: _____
 Fax: _____ E-mail: _____

Attendees: Please copy additional registration forms if more than four are attending from your site.




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

REGISTRATION IS ALSO AVAILABLE ON-LINE AT WWW.MLMA.ORG

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 9, 2010, will be subject to a \$95 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: \$91 plus tax per single/double until March 26, 2010.

 www.mlma.org
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