



Meet us in Cleveland for the **LERA 71st Annual Meeting**

**Ahead of the Curve: Challenges Posed
by Technology and the New Workforce**

June 13-16, 2019

Westin Cleveland Downtown, 777 St. Clair
Avenue, Cleveland, Ohio 44114

Registration is open.

Visit [https://lera.memberclicks.net/
71st-lera-anl-mtg](https://lera.memberclicks.net/71st-lera-anl-mtg) for registration and
program details, updated daily.

President's Picks for Practitioners

Sessions included in this brochure have been selected by **President Kris Rondeau** and the Program Committee to especially appeal to LERA chapter and practitioner members, including an array of special events, workshops, and special chapter-building sessions for LERA chapter officers and representatives. Mark your calendar and plan to network with your chapter and practitioner colleagues this June!



Labor and Employment Relations Association

FROM THE DESK OF
KRIS RONDEAU, LERA PRESIDENT

Dear LERA Chapter and Practitioner Members,

LERA is committed to making the national meeting more responsive to the interests of the members of local LERA chapters. The program committee for the 2019 annual meeting has made a special effort to include sessions that practitioners and others will find useful. In the next few pages, I have picked just a few of the workshops, sessions, special panel discussions, meetings with colleagues, and events I think you will find of special interest at the meeting.

If you have never been to a LERA meeting, or haven't come in a while, I think you will find it of great interest and relevance to your work in employment relations. We hope to see you in Cleveland, and when you come, please do make it a point to find me and introduce yourself.

Sincerely,

Kris Rondeau

P.S. To view the entire Cleveland program and to register, visit: <https://lera.memberclicks.net/71st-lera-anl-mtg>
The online version of this program is updated daily.

To view the entire Cleveland program and conference details, visit: <https://lera.memberclicks.net/71st-lera-anl-mtg>.





Sessions of Special Interest to LERA Chapter and Practitioner Members

Wednesday Pre-Conference Activities • 6-12-19

9 am – 12 pm

Pre-Conference Professional Development Workshop (PDW): Training for Arbitrators, Mediators, and Fact-finders (\$)

The Dispute Resolution Interest section of LERA is pleased to announce an arbitration training seminar for aspiring or newer arbitrators interested in exploring how to commence and grow a career as a neutral. This 3-hour program will feature the basics of establishing an arbitration practice plus an opportunity to interactively obtain guidance from a panel of 5 highly experienced labor and employment presenting arbitrators

Chair: Dennis Minni, NAA (Cleveland & Chicago)

Panelists: Mitchell Goldberg, NAA (Cincinnati & Cleveland); David Stanton, NAA (Louisville, KY); Susan Grody Ruben, NAA (Cleveland & Chicago); Clarence Rogers, Esq., (Florida & Cleveland); Gregory Szuter, NAA (Cleveland)

Thursday Conference Activities • 6-13-2019

8:30 – 10 am

Building Worker Power in the Age of AI: The Case of OUR Walmart (Panel)

Smart devices are increasingly being integrated into the fabric of our lives and organizations, directly competing with humans for intelligence and decision-making powers. For workers, especially, the implications are profound. Big data and emerging technologies, such as AI, are having unprecedented effects on work, work design, and labor market structures, and unions and labor organizations face even steeper uphill battle of finding innovative ways to deliver greater value to workers. This session spotlights OUR Walmart, one pioneering organization that is using AI to empower its members. Panelists share their experiences, discussing lessons learned and the broader implications of organizing workers in the age of AI.

Chair: Adrienne E. Eaton, Rutgers

Panelists: Eric Schlein, Organizing Director, OUR Walmart; Tyfani Faulkner, Workit Expert, OUR Walmart member; Jörn Boehnke, Harvard; Kai-Hsin Hung, Future of Work and Technology Consultant & Policy Researcher

Fresh Approaches to Collaborative Bargaining (Skill-Building Session)

This fun, interactive presentation focuses on refreshing approaches to creating a collaborative bargaining environment that gets results...even during difficult times! The session contrasts traditional collaborative bargaining with fresh new approaches, introducing the "Affinity Approach" for collaborative economic negotiations. The session highlights best practices and strategies to use before, during and after the bargaining session, as well as exploring different models for negotiating your collective bargaining agreements. Gain key insights from experienced advocates from both sides of the table, accentuated by a seasoned neutral.

Chair: Tom Melancon, FMCS

Panelists: Myla Hite, FMCS; Charlyn Shepherd, UniServe Director, Missouri National Education Association (MNEA); Amy Joyce, Parkway School District

New Technology, in the Eye of the Beholder: How 5-Generations in the Workplace Impacts How We Embrace or Reject Technology and Resolve Conflict (Skill-Building Session)

How does the presence of up to 5 generations in the same workplace impact how we embrace or reject new technology? How does it impact how we resolve conflict in the Workplace? Participants will learn some characteristics and traits impacting the workplace, starting with the Traditionalists, then Baby

“LERA’s Annual Conference is a rare opportunity for labor relations practitioners from around the world to share their expertise, learn from one other, and build their network. It’s been a great resource for me and my organization, and I urge anyone interested in the future of labor relations strategy and innovation to attend.”



DENNIS DABNEY, SENIOR VICE PRESIDENT, NATIONAL LABOR RELATIONS AND OFFICE OF LABOR MANAGEMENT PARTNERSHIP, KAISER PERMANENTE, OAKLAND, CA

Boomers to Generation X, then Millennials and finishing with our newest I-Generation. This workshop will focus on effective communication and conflict resolution techniques through engaging dialogue, information sharing, interactive exercises and various handouts. Presenters will challenge your knowledge on each of these generations and also provide helpful tips and ideas on how best to improve communication and resolve conflict in this new and generationally diverse workplace.

Panelists: Jimmy O’Neal Valentine, FMCS and Xavier A. Merizalde, FMCS

10:15 – 11:45 am

Bargaining for the Common Good: Progress and Prospects (Panel)

This panel will assess the progress and outline the prospects of “Bargaining for the Common Good”, an initiative by unions and community allies who are seeking to reinvent collective bargaining for the 21st century. It will review recent achievements made in struggles from the 2012 Chicago teachers strike, to the Fix LA Campaign, to more recent teachers strikes. It will discuss ongoing challenges to the movement including the impact of the Janus v. AFSCME decision on public sector unions’ willingness to engage in experimental bargaining, the complexity of coalition-building between unions and community allies, the challenges of generating adequate research to push campaigns, and the decentralized nature of the initiative. And it will address future prospects for “Bargaining for the Common Good”, especially initiatives emerging around housing, higher education, racial justice, and environmental justice.

Chair: Marilyn Sneiderman, Rutgers

Panelists: Maurice BP-Weeks, Action Center on Race & the Economy and Stephen Lerner, Kalmanovitz Initiative for Labor and the Working Poor

Discussant: Joseph McCartin, Kalmanovitz Initiative for Labor and the Working Poor

Don’t Do Something, Just Stand There: How Understanding Your Own Biases Can Help You Become a Better Negotiator (Skill-Building Session)

Experienced negotiators know that their perceptions of the conflict and those of their counterparts on the other side of the negotiation table can sometimes be mirror images. Why does this happen? How can we use the knowledge that each side is viewing the conflict through a distorted lens to improve our chances at a beneficial outcome? This workshop explores the concepts of Implicit Bias, the Ladder of Inference, Intent vs. Impact and other topics to help negotiators understand when to act, when to refrain from action, and when to walk away from the table. Gary and Tom will utilize FMCS’s “Technology Assisted Group Solutions, TAGS” to help participants recognize and understand the bias we all have in seeing our part vs. the “others” parts in conflict. The trainers will then offer practical skills that negotiators can utilize once they have acknowledged that they carry a certain amount of bias into conflict situations. Bring your laptop, tablet, or smart phone to this session to fully participate.

Chair: Javier Ramirez, FMCS

Panelists: Tom Melancon, FMCS and Gary Hattal, FMCS

12 – 1:30 pm

Featured Luncheon Plenary: Integrating People, Technology, and Operating Systems at Ford’s Cleveland Engine Plant, Sponsored by University of Illinois, School of LER

Ford’s Cleveland Engine Plant has been at the forefront of developments in technology and labor-management relations throughout its 60-year history. The Cleveland Engine Plant, opened in 1951, was viewed as the pioneering plant of Detroit automation. More recently, union-management team’ collaboration in negotiation and adoption of work teams was pivotal to the UAW-Ford transformation. This panel will focus on practical challenges facing manufacturing operations today, including: Implementing new technology, sustaining a team-based work system, and achieving continuous improvement in safety, quality, cost, schedule, people, and environmental outcomes.

Chair: Bill Dirksen, Ford Motor Company

Panelists: Joel Cutcher-Gershenfeld, Brandeis Univ. and Susan Helper, Case Western Reserve Univ.

2 – 3:30 pm

Industry 4.0: What Everyone Must Know (Panel)

We are in a crucial wave of manufacturing technological advancement, collectively referred to as “Industry 4.0,” marked by highly developed automation and digitization processes and the use of electronics and information technologies in manufacturing and services. Panelists merge research and practice from diverse fields and disciplinary backgrounds to engage a discussion of emerging questions and lessons learned from several national contexts in North America and Europe.

Chair: Phela I. Townsend, Rutgers

Panelists: Susan Helper, Case Western Reserve Univ.; Tod Rutherford, Syracuse Univ.; Tobias Schulze-Cleven, Rutgers; Amy Hanauer, Executive Director, Policy Matters Ohio

Discussant: Inez Frein von Weitershausen, MIT



The Public's Right to Know vs. the Presumption of Innocence: Public Policy Considerations when Investigating Excessive Use of Force Incidents (Panel)

Many public policy issues arise in excessive use of force incidents, particularly when they result in injury or death to a member of the public. This panel will provide 3 very different perspectives regarding how these investigations should be handled: the public employer, members of the public who have been harmed or killed, and unions that represent accused officers. Recent police shootings and other incidents have generated significant press recently and given rise to the "black lives matter" movement. When investigating these incidents, different and competing public policy issues arise: How far should a union go to shield an accused officer from prosecution? What are the obligations a department has to inform the public? Do these incidents signal that law enforcement is being held to an unrealistic standard or that officers are under-trained and under-prepared, or simply prejudiced against minorities? Panel members will share their opinions on these questions from 3 very different perspectives.

Co-Chairs: Jared Simmer, Piedmont Private Adjudication Center and Marc Winters, Arbitrator

Panelists: Alphonse (Al) Gerhardstein, Gerhardstein & Branch Co LPA; Marc Fishel, Fishel Downey Albrecht & Riepenhoff LLP; Daniel Leffler, Chief of Staff, Ohio Patrolmen's Benevolent Association

Experience Collective Bargaining On-Line (Workshop)

The session will demonstrate how to use technology to prepare for bargaining, supplement the submission of proposals, work with reference documents and contracts, coordinate meeting activities and keep bargaining notes. When parties conduct a remote meeting, they remain in their respective locations saving travel time, money and aggravation and meet online in a secure online meeting room. Parties can go about the negotiations as normal with real time document sharing and editing and even consult with a mediator in an online private breakout area when desired. So bring your laptop, tablet or smart phone and login to experience how to use technology to bargain your contracts. Learn about other applications for the technology such as problem solving, surveying and much more.

Chair: Jack Yoedt, FMCS

3:45 – 4:45 pm

LERA Distinguished Plenary "A Field in Flux: Bob McKersie's Reflections on Sixty Years of Evolution in Industrial Relations"

Robert McKersie has been an active participant and intellectual leader in the field of industrial relations for over 60 years. He, and others, will discuss his fascinating and personal reflection on his experiences in the field with a focus on how it has changed and evolved over the years and how it needs to continue to evolve.

Chair: Thomas Kochan, MIT

Panelists: Robert McKersie, MIT; Adrienne Eaton, Rutgers; Dionne Pohler, Univ. of Toronto; Harry Katz, Cornell Univ.

Friday Conference Activities • 6-14-2019

7 – 8:15 am

Annual Labor Breakfast and Featured Speaker, Sponsored by the AFL-CIO and the University of Illinois Labor Education Program

Co-Chairs: Brad Markell, AFL-CIO Working for America Institute and Robert Bruno, Univ. of Illinois at Urbana-Champaign

8:30 – 10 am

Changing the Landscape for Women in the Skilled Trades: The Role of Women's Leadership, Advocacy and Support Networks to Break through the Concrete Floor of the Construction Industry (Workshop)

Ending occupational segregation by gender is an important strategy to eliminating the wage gap for women. Jobs in the skilled trades in construction offer wages that lead to economic security for women and their families. But the apprenticeship system, the path to learning a skilled trade, continues to be male-dominated. This workshop will frame and discuss the activism, advocacy and research that are working alongside one another to break the concrete floor that blocks women's access and success in nontraditional jobs in the construction sector. The session will highlight best practices for organizing within unions, apprenticeship programs and with industry leaders – showcasing the policy and strategies that are at the forefront of accelerating the pace of progress for women in the skilled trades, and most importantly, being lead by tradeswomen at the local and national level.

Chair: Lauren Sugerman, Chicago Women in Trades

Panelists: Vicki O'Leary, Iron Workers International Union; Leah Rambo, Local 28 Sheet Metal Workers; Symone Holmes, Plumbers Local 130

“I think of LERA as a bridge builder. It plays a key role in bridging between ideas for individuals and groups in labor and employment relations, collective bargaining, and dispute resolution. It does this by bringing people together, highlighting current and best practices, helping practitioners to discern insights into their work, developing new strategies to advance the fields, and by pointing the way forward.”

EZIO BORCHINI, LABOR
ARBITRATOR, MARYLAND
LERA CHAPTER

The Civilian Work Experiences of a Post/911 Military-Connected Cohort (Panel)

[Abstract] Since the inception of the wars in Iraq and Afghanistan, over 1.4 million American veterans have been returned to civilian life. This presentation will report findings collected from a national survey of Post 9/11 Veterans on their experiences seeking civilian employment. Survey data examines the effectiveness of job fairs targeting veterans, discrimination faced by veterans in seeking and retaining employment, and experiences with enforcement of USERRA protections. This panel brings together a diverse group to discuss study findings, broader issues affecting Veteran populations nationally, and potential policy fixes. As Veteran employment is a national directive and given the societal military-civilian divide, the importance of community collaboration in the development and implementation in things such as “Veteran Hiring Initiatives” is both timely and essential.

Chair: Robert Bruno, Univ. of Illinois at Urbana-Champaign

Panelists: Jeni Hunnicutt, Dustin Lange, and Joo Hee Han, Univ. of Illinois at Urbana-Champaign

10:15 – 11:45 am

Women in the Gig Economy: Past, Present, and Future (Panel)

For generations of women, the “gig economy” is nothing new. Cleaning and caregiving have long been treated as “gig” work, lacking the basic labor protections associated with formal employment. Because domestic work historically (and currently) has been performed by women, disproportionately women of color and immigrant women, it has been systematically undervalued. This session explores how online platforms are changing—and not changing—domestic work, as well as new efforts to secure the fair wages, decent working conditions, and protections from workplace discrimination, harassment, and assault that the women who perform these vitally important jobs have always deserved.

Chair: Julie Vogtman, National Women’s Law Center

Panelists: Sarah David Heydemann, National Women’s Law Center; Alexandra Mateescu, Data & Society Research Institute; Amanda Perez, National Domestic Workers Alliance; Ceilidh Gao, National Employment Law Project

Discussant: Pronita Gupta, Center for Law and Social Policy (CLASP)

Do Androids Dream of Representation? Who Speaks for the Robots in the Age of Mechanization on the West Coast Waterfront? (Panel)

Mechanization first introduced on the west coast of the U.S. in the Longshore industry in 1960 reduced labor intensive work practices for ILWU members and paved the way for the introduction of the age of containerization. While management, labor, and owners all prospered under the Modernization and Mechanization Agreement between the ILWU and the PMA, new mechanization on the docks may lead to the demise of the longshore worker as they currently exist. The retired International President of the ILWU Robert “Big Bob” McEllrath and Vice President of operations at LBCT, Anthony Otto will discuss Labor Relations and implications when the labor force on a dock is reduced due to computers, robots, and mechanization.

Chair: Donovan Russell, UMass Amherst

Panelists: Robert McEllrath, International Longshore and Warehouse Union; Anthony Otto, Long Beach Container Terminal; Joel Cutcher-Gershenfeld, Brandeis Univ.

10:15 – 11:45 am

LERA Chapter Representatives Meeting, hosted by the NCAC

All chapter officers and chapter representatives are invited to attend this meeting, hosted by the NCAC. LERA Chapter Presidents are all especially invited. LERA merit awards will be presented.

12 – 1:30 pm

Featured Luncheon Plenary: Racial Diversity and Inclusion in the Labor and Employment Relations Community, Sponsored by Rutgers University, SMLR

Diversity and inclusion are vitally important for LERA and the labor and employment relations community more broadly. This roundtable, including both academics and practitioners, explores racial diversity in LERA and the field more broadly, and how to ensure full representation and inclusion for members of all racial groups as we attract and develop the next generation of scholars and practitioners.

Chair: Adrienne E. Eaton, Rutgers

Panelists: Sheri Davis-Faulkner, Lisa Schur and Niki Dickerson von Lockett, Rutgers; Lisa Charles, Arbitrator/Mediator

Discussant: Harry C. Katz, Cornell Univ.



2 – 3:30 pm

Independent Worker: A Legal Concept Whose Time Has Come? (Workshop)

Some project the “gig” or freelance workforce growing three times faster than the overall U.S. workforce and that the majority of people will be working independently by 2027. Do our current labor laws really address this dramatic shift? These workers do not neatly fit the traditional legal categories of either employee or independent contractor, and thought-leaders are suggesting that it is time for a new category: the “Independent Worker”. Join a panel of labor and management attorneys to analyze and dialogue about this very important issue: Is change needed? What are the pros & cons of the “Independent Worker” for labor and management? How can it be improved? What else would need to be addressed to align our laws with the unfolding economic and social landscape?

Chair: Carolyn Brommer, FMCS

Panelists: George Crisci, Zashin & Rich; Susannah Muskovitz, Muskovitz & Lemmerbrock; William Nolan, Barnes & Thornburg; Robert Sauter, Attorney, Cloppert, Latanick, Sauter & Washburn

Speech in the Workplace (Panel)

Many questions exist about to what extent “expressive” conduct in the workplace is protected by law. This includes football players “taking a knee” instead of standing up for the national anthem, employees speaking out against elected officials, employees using profanity or inflammatory speech toward management in the workplace.

This workshop will address these issues and developments in the law as well as what labor unions, employers and employees should consider when these and related issues arise in the workplace.

Chair: Marlene Heyser, Workplace Law Strategies

Presenters: Thomas Lenz, Atkinson Andelson Loya Ruud & Romo; Jody David Armour, Univ. of Southern California; Jason Reid, The Undeclared, Entertainment & Sports Network (ESPN)

3:45 – 5:15 pm

When Your Boss is an Algorithm: Exploring the Workplace, Legal, and Policy Implications for Workers (Panel)

This session will explore how companies use algorithms in ways that impact their workforce, within and outside the on-demand economy. The proliferation of algorithmic management has implications for labor and employment relationships. While perceived as neutral, algorithms can enhance information asymmetries between workers and employers, mask avenues of control, and further shift power dynamics in the workplace. Listen to how algorithms are used to manage and influence workers. Discuss the potential risks and opportunities connected to the use of algorithmic management, including misclassification and relevance to changing employment relationships; discrimination; and challenges for organizing and worker voice in resolving workplace challenges.

Chair: Aiha Nguyen, Data & Society

Panelists: Miranda Bogen, Upturn; Jennifer Abruzzo, Communications Workers of America; Derek Jones, Deputy.com

Discussants: Julie Vogtman, National Women’s Law Center and Tanya Goldman, Center for Law and Social Policy (CLASP)

Discovery Challenges in the Employment Arbitration Process (Panel)

Discovery is often the most costly part of any dispute. This panel of experts will provide an insider’s view of how counsel can limit discovery without sacrificing success; how to manage costs that will meet their client’s expectations; the most effective and favored discovery devices, including the AAA’s (American Arbitration Association) discovery protocol; the factors arbitrators consider in weighing discovery requests; effective objections. Arbitration provides an opportunity for a streamlined, low-cost proceeding but it’s an opportunity lost if both sides ask for extensive discovery. The panel of experts will provide the do’s and don’ts; what works and what doesn’t work, and the devices used to aid the parties with discovery. Hear from the experts on best practices and perspectives on the discovery challenges in the arbitration process.

Chair: Janice Holdinski, American Arbitration Association

Panelists: Peggy Jones, Esq., Giffen & Kaminski, LLC; Ann-Marie Ahern, McCarthy Lebit Crystal & Liffman Co., LPA; Natalie Stevens, Esq., Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

Saturday Conference Activities • 6-15-2019

8:30 – 10 am

Washington State: Classification, Organizing, and Benefits for Today's Contingent Workforce (Panel)

The rise of contracting labor, the rapid pace of technological development, and the proliferation of platform companies has contributed to an increasingly insecure workforce. Fewer workers have access to benefits, like paid sick leave, health insurance, and retirement. Workers misclassified as independent contractors are also locked out of collective bargaining under the NLRA. In this session, the panel will discuss a Washington State Bill that tackles misclassification, improves economic security, and creates organizing rights for independent contractors. Listen to the innovative approaches that have the potential to transform classification, organizing, and benefits for today's contingent workforce.

Chair: Lani Todd, SEIU 775

Panelists: Leonard Smith, Teamsters Local #117; Rebecca Saldaña, Washington State Senate; Karla Walter, Center for American Progress

Gateway to the Future (Panel)

Hear from both sides of the table about a cutting-edge partnership between the academic and labor communities in northeastern Ohio and beyond. Eastern Gateway Community College, the Ohio Education Association, the Fraternal Order of Police and other unions have collaborated to provide members and their families educational and retraining opportunities to prepare for the changing workplace. This innovative partnership provides both online and on campus courses at no charge to union members and their families. Through its robust online offerings, the College has expanded its reach beyond Ohio and created a growing, national, student population. A highly interactive panel will discuss the origins of the partnership, the program's expansion outside of Ohio, "lessons learned" and how the program addresses the needs of the new work force through innovative course design and technology.

Chair: Barbara Baker, FMCS

Panelists: Jimmie Bruce, Eastern Gateway Community College; Tracey Anderson, President, Eastern Gateway Community College Association; Eric Lehnhart, Ohio State Lodge Secretary, Fraternal Order of Police of Ohio

8:30 – 10 am

National Chapter Advisory Council (NCAC) Meeting

The National Chapter Advisory Council is the bridge that connects all local LERA chapters. Attend the meeting and learn more about supporting LERA chapters.

10:15 – 11:45 am

LERA Dispute Resolution Interest Section Presents: Exploring the Path to Becoming a Successful Employment Law Mediator and Arbitrator (Round-Table)

What is the path to becoming an employment law mediator or arbitrator? Every neutral has a different experience with regard to building their career and emerging as a successful and sustainable mediator or arbitrator. Focused on the area of employment law, this session will explore the paths and careers of successful employment arbitrators and mediators, as well as help participants explore their potential to expand or start their practice.

Chair: Katrina Nobles, Cornell Univ.

Panelists: Richard Fincher, Workplace Resolutions LLC; Sarah Miller Espinosa, SME Dispute Resolution, LLC; Susan Grody Ruben, NAA

10:15 – 11:45 am

NCAC Chapter Administration (Workshop)

Are you a LERA Chapter officer? There are about 40 local LERA Chapters around the country who are all working to achieve similar objectives in different areas. Attend this session to learn about best practices and share your own successes and challenges with other chapter officers.

"Aside from the fact that I like the people that come to LERA events, one of the central reasons for my participation is that it gives me insight as to what the future of the workplace is going to look like. That's important for me as an attorney and consultant for advising my clients. It's a unique combination to have academics, practitioners and neutrals all in one place with a central focus for the discussion."



ROBERT CHIARAVALLI,
STRATEGIC LABOR AND HR
LLC, DETROIT LERA CHAPTER



12 – 1:45 pm

LERA Presidential Luncheon

Attend this anticipated annual event, where we hear from the LERA President and the LERA Lifetime Achievement Award winner will be unveiled for 2019.

Chair: Dennis Dabney, Kaiser Permanente

Featured Speaker: Kris Rondeau, AFSCME, and LERA President

2 – 3:30 pm

The Future of Labor: Organizing and Advocating Post-Janus (Workshop)

The political power of labor has declined. Union density is down, labor is marginalized within the Democratic coalition, and organizers are still struggling to adapt to deindustrialization and globalization. How can labor flex its political muscle for the future? By rewarding its friends and punishing defectors? By following the growing Democratic Socialist movement? Or by becoming more closely aligned with the establishment of both parties? Teachers' movements and the Janus decision present opportunities and challenges for labor, and highlight the precarious position of workers' voices in our politics. The workshop will provide perspectives from leading academics in the field.

Chair: Michele M. Hoyman, UNC at Chapel Hill

Panelists: Marick Masters, Wayne State; Jack Fiorito, Florida State Univ.; Laura Bucci, St. Joseph's Univ.; Ryan Lamare, Univ. of Illinois at Urbana-Champaign

Discussant: Joshua Jansa, Oklahoma State Univ.

LERA Dispute Resolution Interest Section Roundtable: Technology in Arbitration and Mediation (Round-Table)

This workshop features 4 to 6 roundtable discussions focused on dispute resolution issues. Each roundtable will discuss a mediation- and/or arbitration-based hypothetical that will serve as a basis for twenty-minute discussions. In a 90-minute session, each participant will engage in four discussions. Consistent with the "Ahead of the Curve" theme, hypotheticals will have a technology-based focus. The mixture of participants at roundtables will offer a dynamic variety of management, labor/employee, and neutral participants.

Co-Chairs: Danielle Carne, Carne Dispute Resolution and Janet Gillman, Oregon Employment Relations Board

3:45 – 5:15 pm

Labor Beyond RTW and Janus: Activism, Policy and Politics (Panel)

The spread of Right-to-work laws and the Supreme Court's 2018 decision in Janus v. AFSCME Council 31 creates an opportunity to explore how labor unions have reacted to threats of institutional viability. This session will present original research on the effects of RTW on union political spending and activity. It will also examine how RTW has changed voter behavior, renewed union internal organizing, inspired novel legal theories about union constitutional rights and generated state legislative actions to mitigate the worst intended effects of Janus.

Chair: Robert Bruno, Univ. of Illinois at Urbana-Champaign

Panelists: Roland Zullo, Univ. of Michigan; James Feigenbaum, Boston Univ.; Dale Pierson, Local 150 Legal Department; Frank Manzo, Illinois Economic Policy Institute; Tracey Abman, AFSCME Council 31

Recruitment and Selection in the Digital Age (Workshop)

Recruiting tools have recently changed dramatically. Employers are now using artificial intelligence for writing appealing job descriptions, sourcing viable candidates, narrowing the applicant pool, and predicting successful performance. These tools promise efficiencies and cost savings. Do they also risk perpetuating stereotypes, or do they help eliminate potential bias and improve diversity in the recruiting process? Explore these new technologies and the legal benefits and risks they present.

Chair: Adam Forman, Epstein, Becker and Green, P.C.

LERA Dispute Resolution Interest Section Presents: Employment Arbitration in Practice (Workshop)

This workshop presents a video reenactment of a fictionalized dispute resolved through non-union employment arbitration. The video will be followed by commentary on the practical aspects of employment arbitration hearings and public policy debates surrounding the practice. We will analyze and discuss themes related to best practices in employment arbitration, due process protections and concerns, and employee access to justice.

Chair: Richard Fincher, Workplace Resolutions LLC

Panelists: Marick Masters, Wayne State; Mark Gough, Penn State; Michele Hoyman, UNC at Chapel Hill; Beth Rubin, UNC at Charlotte

“LERA provides a truly unique forum to network and share learnings with professionals in the Labor Relations field from around the country. In the Auto Industry, we never have a shortage of challenges to work through and having exposure to leaders in the field from all perspectives—employers, unions, neutrals, academics—provides a wide range of experiences and insights which are immensely helpful as we work to craft creative solutions to difficult issues.”



BILL DIRKSEN, VICE PRESIDENT
OF LABOR AFFAIRS, FORD
MOTOR COMPANY

Sunday Conference Activities • 6-16-2019

8 – 9:30 am

Ombuds Office: One Way to Partner in a Post-Janus World (Workshop)

Join a panel of labor union and management professionals and neutrals to explore how the creation and utilization of an impartial Organizational Ombuds Office may assist labor and management in enhancing employee conflict resolution throughout the organization. Using the Montgomery College experience as a springboard for discussion of what may be possible at other organizations, panelists will discuss best practices in establishing an ombuds office, including stakeholder involvement and ownership, creation of a charter, potential benefits to labor relations and employee engagement, and other lessons learned.

Chair: Sarah Miller Espinosa, SME Dispute Resolution, LLC

Panelists: Jacia Smith, City of Baltimore; Chinyere Ukabiala, Grinnell College Ombuds

Discussants: Heather Pratt, Montgomery College and David Rodich, SEIU Local 500 (ret.)

Assessing Independent Contractor Status in the Global Gig Economy (Workshop)

In this session, attendees will be provided with innovative ways to address legal issues facing many employers around the world. Employment classification has been a challenge for companies which rely on independent contractors to maintain their profitability. This growing demand for a temporary workforce has resulted in a demand for lawmakers to address this labor issue surrounding the gig economy. Courts in the U.S. have ruled inconsistently, as have legal entities in other countries, relying on a range of different evaluation criteria. The one common factor which seems to be important in all of these analyses is the extent to which employers control the work of their employees. The methods we will discuss are one approach to using social science research methods to collect and analyze valid data from workers which can be used to make informed decisions about classification.

Panelists: Meredith Shoop, Shareholder, Littler; Raven Applebaum, Ogletree, Deakins, Nash, Smoak & Stewart, P.C; Elizabeth Arnold, Berkeley Research Group

9:45 – 11:15 am

Organized Ownership: Union Worker Cooperatives, A New Workplace Model? (Panel)

The relationship between organized labor and employee ownership has been mixed, often with good cause. Complicated issues with economic, human, and legal relationships have created points of conflict. Consequently, labor and its supporters have looked to new models and strategies to find ways to fully connect labor with ownership. One such new strategy has been the Union Worker Cooperative movement, which can trace its roots to the Knights of Labor, the Mondragon Cooperatives of Spain's Basque region, and others. This session will provide theoretical background as well as experiences from practitioners implementing the model in communities around the country.

Panelists: Kristen Barker, Executive Director, Cincinnati Union Co-op Initiative; Michael Peck, MAPA Group/1Worker-1Vote; Christopher Cooper, Kent State

11:30 am – 1 pm

The Mishandling of Sexual Harassment Cases and How to Do It Better (Round-Table)

Both private and public employers as well as unions are dealing with increasing claims of sexual harassment. With all the publicity and the #MeToo movement, victims are no longer so fearful of speaking out. Yet procedures for handling such claims are so cumbersome (e.g., Congress) or outdated that such claims are not dealt with or settled at the lowest level with the least amount of disruption and cost. As evidenced by the recent walkout of Google employees, those facing sexual harassment claims need to deal with them before they become a front page story.

Chair: Tia Schneider Denenberg, Workplace Solutions, Inc.

Panelist: Marcia L. Greenbaum, Arbitrator/Mediator

Special Events

Wednesday, June 12, 2019

1 – 4 pm



Indians v. Reds Baseball Game, first pitch 1:10 pm (\$)

Tickets in the LERA block are \$43 and our seating is in section 171. Come network with other LERA members and enjoy Progressive Field and the Cleveland Indians.

Thursday, June 13, 2019

6:30 – 9:30 pm

LERA Welcome Reception on the Goodtime Charter Ship, Sponsored by the Scheinman Institute at the School of ILR, Cornell University; Coalition of Kaiser Permanente Unions / Kaiser Permanente; and United Autoworkers/ Ford National Partnership (\$)

We encourage everyone to attend the LERA Welcome Reception which will take place on the Goodtime III Charter on Thursday, June 13, 2019 from 6:30 - 9:30 p.m. This event has been sponsored by The Martin and Laurie Scheinman Institute on Conflict Resolution, The School of Industrial and Labor Relations at Cornell University. You can take advantage of this special event for only \$45, which covers your admission on the charter vessel (only available for private charter) and light hors d'oeuvres.



Friday, June 14, 2019

5:45 – 8:30 pm

IMPROV Comedy Theater & Restaurant (\$)

Join us for a fun and entertaining evening out at The Cleveland IMPROV comedy club and dinner theatre. The Cleveland Improv is part of the world renowned comedy club chain which originated in Manhattan and Los Angeles. Along with the best comedians touring clubs today, they have a contemporary American menu. Your \$40 ticket includes your entrance to the club and transportation to the theatre.



Our Sponsors

United Autoworkers / Ford National Partnership
Coalition of Kaiser Permanente Unions / Kaiser Permanente
Rutgers University, School of Management and Labor Relations
The Martin and Laurie Scheinman Institute on Conflict Resolution
The School of Industrial and Labor Relations at Cornell University
University of Illinois at Urbana-Champaign, School of Labor and Employment Relations
American Arbitration Association
American Federation of Labor and Congress of Industrial Organizations



ILR Scheinman Institute



ILR School
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**Thank you to Dennis Minni
and the Northeast Ohio and
Central Ohio LERA Chapters!**



LERA Chapter Members are eligible for an extension of early-bird discounted registration as long as you register before May 2nd!

1. Register online at <https://lera.memberclicks.net/71st-lera-anl-mtg>
2. Enter **discount code PracEB2019** to restore early bird registration rates until May 2.
3. Reserve your hotel room at the specially discounted conference prices.

MAKE ALL OF YOUR ARRANGEMENTS ONLINE:

<https://lera.memberclicks.net/71st-lera-anl-mtg>

The National Chapter Advisory Committee would like to especially **invite LERA Chapter presidents or their representative** to attend the LERA 71st Annual Meeting, June 13-16, 2019 in Cleveland, Ohio. Their conference registration fee will be reimbursed (up to the earlybird member rate) if they also attend the LERA Chapter Representatives Meeting on Friday morning of the conference, June 14, 2019 from 10:30 – 11:45 am in Vanda North and South of the Cleveland Westin Downtown. Online registration and RSVP to LERAOoffice@illinois.edu by May 2, 2019 is required.