

Register online: laborarb.com

LABOR ARBITRATION INSTITUTE

Labor Law and Labor Arbitration

Thursday

August 5, 2021

Cleveland

KNOWLEDGE RESULTS

KNOWLEDGE CHALLENGE STRATEGY

Labor Law & Labor Arbitration

Spend a day with labor arbitrators who have taught at leading law schools and universities. As a group, they have heard thousands of cases. They will cover the arbitral & legal principles in discipline and contract interpretation.

The agenda below gives more detail. There is also information about staying overnight, tuition, and continuing education credits. Please call or email us (customerservice@laborarb.com) with any questions.

The meeting room at the hotel is owned by and on the campus of the Cleveland Clinic. They are at the forefront of the public health issues and safety. All rules and guidelines will be followed.

Your time is valuable and this conference will maximize the investment in your own training.

Agenda

7:15-8:00 a.m.
Registration and Continental Breakfast

8:00-8:30 a.m.

■ Evidence

The only evidence that counts is what is in the hearing record and given weight. Learn about the rules on the admission of hearsay, relevance, materiality and foundation.

Arb. Steve Befort

8:30-9:45 a.m.

■ Due Process

The principle of due process (or fundamental fairness doctrine) is rooted in civil and criminal law. Arbitrators are committed to ensuring that the hearing process is fair and the outcome comports with societal notions of fair play and justice. This session will cover the vagueness doctrine, disparate treatment, lax enforcement, and delay in discipline. There will also be guidance on the evidentiary issues, including circumstantial evidence, burden of proof, and reasonable penalty.

Panel: Arbs. Steve Befort, Harry Graham, George Roumell & Mark Suardi

9:45-10:00 a.m. Break

10:00-10:45 a.m.

■ Marijuana

The testing protocol for drug-testing is well-established, but now come the issues for medical and

Registration & Location

Tuition is \$325. This fee covers admission to all sessions, the workbook, and all breaks.

The conference will be held at the Intercontinental Hotel on the campus of the Cleveland Clinic. This facility is ideal for educational settings. If you stay overnight, you will be steps away from the conference. For overnight accommodations, please check with the hotels reservations department (more information on the registration form).

For more information, please email us at customerservice@laborarb.com or visit us on the web at laborarb.com



This is our classroom at the Intercontinental Hotel. Most days, the Conference Center is used by the Cleveland Clinic for continuing medical education. But each year at this conference, you can learn from the top labor arbitrators in an ideal educational setting.

recreational marijuana. The old issues of impairment, cut-off levels and rehabilitation are now cast in a new light. A review of the current status and what labor arbitrators are doing.

Arb. George Roumell

10:45 a.m.-12:00 Noon

■ Discipline & Discharge: Recent Cases

The panelists discuss the principles and laws in the hot areas: absenteeism, insubordination, computer misuse, sexual harassment, and workplace threats. The arbitrators comment on actual cases from 2020 and specifically, what the parties argued. This format makes the issues come alive and gives you immediate answers.

Panel: Arbs. Suardi, Roumell, Graham & Befort

12:00-1:00 p.m. Lunch (on your own)

1:00-1:45 p.m.

■ Contract Interpretation

Whether you're a novice or experienced practitioner, this lecture will give you an analytical structure for contract interpretation cases. And for the advanced, many nuggets of wisdom. Contract law is key to understanding the collective bargaining agreement.

Arb. Mark Suardi

1:45-2:45 p.m.

■ Contract Interpretation: Applying the Rules

All new cases to illustrate how arbitrators reach a decision based on the legal principles. Both sides raise good arguments. And the discussion among the arbitrators can become spirited. This learning format is effective because you hear the arguments as they could be applied to your collective bargaining agreement, and gain insights into the arbitrators' decision-making process.

Panel: Arbs. Roumell, Suardi, Befort & Graham

2:45-3:00 p.m. Break

3:00-3:30 p.m.

■ Arbitration Terms & Important Principles

Some phrases in arbitration are especially important to know. The speaker explains these and other terms: without prejudice and precedent, double jeopardy, estoppel, make whole, status quo ante, and many more.

Arb. Harry Graham

3:30-4:30 p.m.

■ Family and Medical Leave Act

The speaker is one of the foremost authorities in the country on this law and the judicial/arbitral decisions. The materials cover the subject

comprehensively, but this lecture will be compact. So when you return to the office, you can tell your colleagues: "Here is where we must be diligent and legally correct."

Arb. Steve Befort

4:30 p.m. Adjournment

Faculty

In alphabetical order, **Steve Befort** is a highly sought-after labor arbitrator, professor at the University of Minnesota Law School and former editor of the ABA Journal of Labor & Employment Law. **Harry Graham** spent his teaching career at Cleveland State University and is among the top labor arbitrators in the Midwest and East. **George Roumell** is a long-time labor arbitrator on numerous panels, regionally and nationally. He taught labor arbitration at Michigan State University's law school. **Mark Suardi** is one of the top labor arbitrators in the Midwest. He previously practiced law and taught as an adjunct professor. All of the faculty members enjoy teaching and helping advocates who process grievances and prepare/present cases.

CLE and Continuing Education Credits

Attorneys and HR professionals can earn credit.

The number of credits for attorneys depends on the state. Please let us know on the registration form where you hold a license. (Most often, it is 7.0 CLE credits.)



This program is valid for 7.0 PDCs for the SHRM-CPSM or SHRM-SCPSM.

For more information about certification or recertification, please visit www.shrmcertification.org.

This program has also been approved for 7.0 recertification credit hours through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute homepage at www.hrci.org.



The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit.

Registration Options

1. Register Online at www.laborarb.com
2. Complete this form and mail to the Labor Arbitration Institute
3. Complete this form, scan and email to registrar@laborarb.com OR fax to 507-645-2474

Labor Law & Labor Arbitration

Thursday, August 5, 2021

InterContinental Hotel Cleveland • 9801 Carnegie Avenue • Cleveland, OH 44106 • 216-707-4100

intercontinentalcleveland.com

Name _____ Name _____

Title _____ Title _____

Email _____ Email _____

Organization _____

Address _____

City _____ State _____ Zip _____ Zip+4 _____

Telephone (include area code) _____

Privacy Policy: The email address you provide is only used by the Labor Arbitration Institute (LAI). LAI does not sell or share its email lists, or any customer lists.

TUITION: \$325.00 per registrant

PAYMENT

Check Enclosed \$ _____

Credit Card Payment \$ _____

Card Number (VISA, MasterCard or American Express) _____

Exp. Date: _____ Cardholder Signature _____

Payment must accompany registration, unless other arrangements are made ahead. Please call the conference registrar at 507-663-1220 for details. Checks may be made payable to Labor Arbitration Institute.

HOTEL ACCOMMODATIONS

A block of rooms has been reserved at the InterContinental Hotel, the site of the conference. The group rate is \$182 single or double occupancy. The room block is limited, so we recommend that reservations be made as early as possible (The group rate expires on July 5, 2021). Reservations can be made by calling the InterContinental at 1-216-707-4100 or 855-765-8709. Be sure to mention that you are attending the Labor Arbitration Institute conference in order to receive the discounted rate.

MISCELLANEOUS

I am an attorney and request information on CLE credits for the state of _____.

I cannot attend, but please send me information on future conferences.

MAIL TO: Labor Arbitration Institute, 205 South Water Street, Northfield, MN 55057

For more information, call 507-663-1220 or FAX number 507-645-2474

