



LABOR ARBITRATION INSTITUTE

Labor Law and Labor Arbitration

Thursday, September 2, 2021

Westin Hotel, Southfield



register online laborarb.com

CHALLENGE • STRATEGY • KNOWLEDGE • RESULTS

Labor Law & Labor Arbitration

The place to learn is where the teachers are among the top tier of labor arbitrators, the materials are complete, your questions are answered, and the instruction is practical so you can put the training to immediate use.

At this conference, you will learn more about the legal and arbitral principles, refine your advocacy skills and be prompted to think about strategy and arguments in your own work.

The agenda is reprinted below, plus information on the hotel, continuing education credits, tuition and the registration form.

We welcome you to the Westin Hotel which follows all public health rules and guidelines. And we welcome you to this conference for a superb day of training and dynamic instruction.

Conference Information

The conference will be held at the Westin Hotel in Southfield MI. Located in the Southfield Town Center complex, The Westin Southfield Detroit is only 20 minutes from downtown and local attractions including The Henry Ford Museum, Joe Louis Arena, and Comerica Park.

The conference tuition of \$325 includes admission to all sessions, the workbook, and all breaks. See the registration form or visit us online at laborarb.com

Agenda

7:15-8:00 a.m.

Registration & Continental Breakfast

8:00-8:30 a.m.

Evidence

The Rules of Evidence (relevance, hearsay, settlement discussions, and circumstantial evidence) apply in arbitration. They apply especially as to weight, and can be the basis for exclusion. A new lecture for the experienced and beginning advocate.

Arb. Charles Ammeson

8:30-9:45 a.m.

Evidence & Due Process: Resolving the Issues

The panelists discuss actual cases which raised either significant evidentiary issues or a claim of due process. The latter includes disparate treatment, lax enforcement and unfair penalty. As to the rules of evidence, the panel will make rulings in actual cases, where the ruling affected the outcome.

Panel: Arbs. Charles Ammeson, Mike Falvo, George Roumell, and Kathryn Van Dagens

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

10:00-11:30 a.m.

Discipline & Discharge: Recent Cases

An excellent way to learn the arbitral and legal principles is to see their application in recent cases. The cases include sexual harassment, drug-testing, absenteeism, job performance, off-duty misconduct, and workplace threats. The panelists don't always agree and this adds to the learning value.

Panel: Arbs. Van Dagens, Roumell, Falvo & Ammeson

11:30 a.m.-12:00 Noon

Insubordination

The three elements are well-established. But the analysis does not stop there. For example, can a suggestion be an order; is a delay in compliance still a refusal; and if the consequences are well-

known, does the arbitrator require a supervisor to remind the grievant? A new lecture on this contentious subject.

Arb. Mike Falvo

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

1:00-1:45 p.m.

Contract Interpretation

Contract law includes common law principles that are directly applicable to the labor agreement. Arbitrators ascertain the intent of the parties when they negotiated the provision. But other principles come into play as well: bargaining history, past practice and the doctrine of good faith.

Arb. Kathryn Van Dagens

1:45-2:45 p.m.

Contract Interpretation: Applying the Rules

The panelists discuss actual cases. The cases are factually straightforward and applicable to many work settings. And both sides have good arguments. All will give you a better understanding of this area of law, including whether you should settle or arbitrate.

Panel: Arbs. Falvo, Ammeson Roumell & Van Dagens

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

3:00-3:30 p.m.

Past Practice

It is often mis-cited and incorrectly argued. We start with an easy case and end with a difficult case. Discussion will include advice on how to eliminate or end a past practice.

Panel: Arbs. Van Dagens, Roumell Ammeson & Falvo

3:30-4:30 p.m.

FMLA

No federal law has led to as many court and arbitration decisions. This lecture covers the difficult areas and common mistakes.

Arb. George Roumell

4:30 p.m. Adjournment

Continuing Education Credits

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

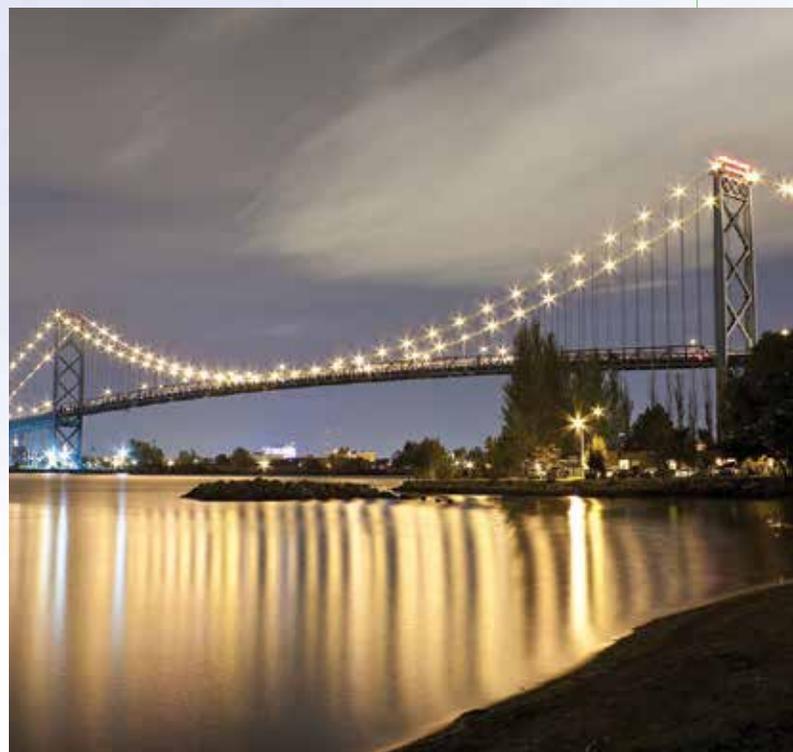


This program is valid for 7.0 PDCs for the SHRM-CPsm or SHRM-SCPsm. For more information about certification or recertification, please visit www.shrmcertification.org

This program has also been approved for 7 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 scan / email to: registrar@laborarb.com
3. Complete this form and fax to 507-645-2474 (or mail to address below)

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The Westin Southfield Detroit, 1500 Town Center, Southfield MI 48075

www.westinsouthfielddetroit.com • 248-827-4000

Name _____

Title _____

Email _____

Organization _____

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City _____ State _____ Zip _____

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 _____

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 INFORMATION

A block of sleeping rooms have been reserved for conference attendees at a group rate. The Westin (now part of Marriott) has a link to make your hotel reservations. Go to our website (laborarb.com), find the Detroit program and scroll down to the link. If you contact the hotel by telephone, please indicate you are with the Labor Arbitration Institute conference in order to receive the group rate of \$159 (single or double). Please make your reservation as soon as possible. The group rate expires on August 11, 2021 or earlier, if the block is exhausted.

Please ask the reservations agent about the cancellation policy, if you feel your plans may change. The hotel requires 48 hour notice for cancellation without penalty.

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.