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LABOR ARBITRATION INSTITUTE

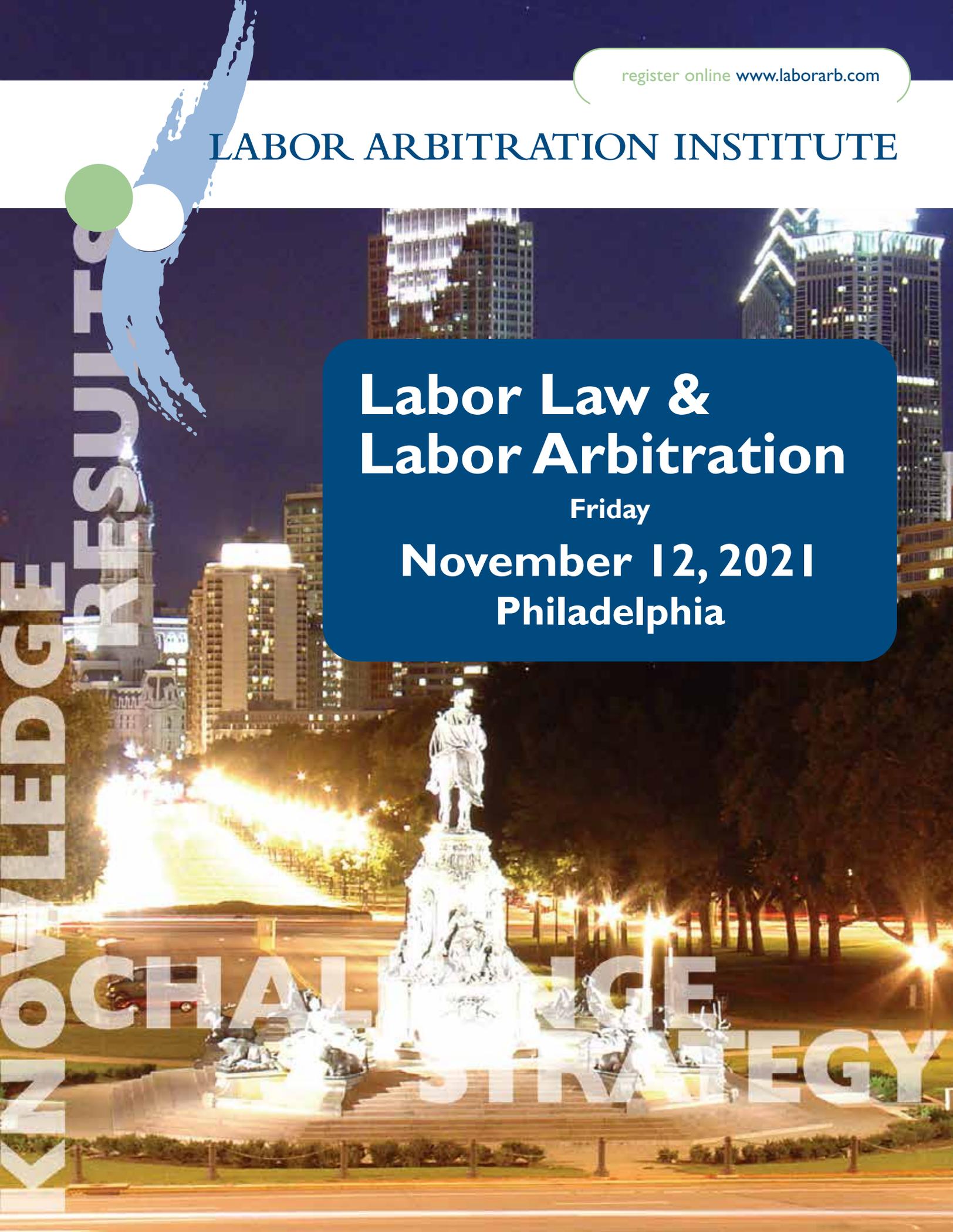
Labor Law & Labor Arbitration

Friday

November 12, 2021

Philadelphia

KNOWLEDGE PRESERVES SUITORS
CHALLENGE STRATEGY



Labor Law & Labor Arbitration

Come to Philadelphia this Fall to learn, to strategize, and to return home with a better understanding of labor law and labor arbitration.

This conference features first-rate lectures, panel discussions and dynamic case studies. All taught by some of the top labor arbitrators in the country.

The agenda below gives more detail, as well as information on staying overnight, tuition, and continuing education credits. Please email us (customerservice@laborarb.com) with any question.

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

Agenda

7:15-8:00 a.m.

Registration & Continental Breakfast

8:00-8:30 a.m.

■ Case Investigation & Dealing with Witnesses

In our system, witness testimony is key. And how you investigate, put the case together, and arbitrate is not easy. For example, in the first interview should you show the video and then ask questions, or vice versa? If every case is a “story,” what case presentation makes the story come alive? And if you rank your arguments, where do the weak ones go? Understanding your case and your witnesses is a difficult task, but not impossible. A new lecture on this important topic.

Arb. Andrew Strongin

8:30-9:30 a.m.

■ Evidentiary Issues

The panelists discuss actual cases in which the evidentiary issue affected the outcome. Learn about relevance, hearsay, privileges and the value of circumstantial evidence.

Panel: Arbs. Walt De Treux, Joan Parker, George Roumell & Andrew Strongin

Conference Location & Registration

The conference will be held at the Pennsylvania Convention Center, 1101 Arch Street, in the heart of Philadelphia. This city is one of the most popular cities of the country. The theaters, restaurants, jazz clubs, and shopping are among the best in the world, and just a short walk from your hotel or the Convention Center.

Philadelphia is also an easy travel destination. By car, the Convention Center is a few minutes from I-95. The Philadelphia International Airport is 10 miles away. SEPTA train line R-1 connects the airport directly to Center City and the Convention Center, along with Amtrak operating out of the 30th Street Station.

For more about what is happening in Philadelphia, visit the website: www.visitphilly.com.

The conference tuition of \$450 includes admission to all sessions, course materials, and all breaks. If you register before September 30, 2021, you can save \$75. See the registration form or visit us online at www.laborarb.com.



9:30-10:15 am.

■ **Due Process**

The principle of due process is not easily applied, but arbitrators have consistently held that disparate treatment and lax enforcement are due process violations. And other violations can put management's case in peril, such as delay in administering discipline and not interviewing the grievant before making a decision. An overview of the doctrine and then a review of actual cases.

Arb. Joan Parker

10:15-10:30 a.m. Break

10:30 a.m.-12:00 Noon

■ **Discipline & Discharge: Recent Cases**

We present cases to the arbitrators, ask them for a bench decision and then, to individually explain their rationale. You learn the arbitral and legal principles in several areas: marijuana, social media, job performance, off-duty misconduct, insubordination, sexual harassment, and workplace threats.

Panel: Arbs. Strongin, Roumell, Parker & De Treux

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

1:00-1:30 p.m.

■ **Contract Interpretation**

For the advanced practitioner or beginner, this lecture covers the basics and the nuances of contract law in labor-management relations. Start with this understanding and you can save in time and expense.

Arb. Walt De Treux

1:30-1:45 p.m.

■ **Contract Terms**

In this session, you read and hear about the terms from contract law, including these: Intent of the Parties, Plain Meaning Rule, Exclusion Rule, Mutual Mistake, Bargaining History, Ambiguity, and Good Faith. There will be a discussion of each, in the context of the labor-management relationship.

Arb. Walt De Treux

1:45-2:45 p.m.

■ **Contract Interpretation: Applying the Rules**

The arbitrators discuss actual cases which raise typical and often, the most vexing issues. The cases are close, so every argument by the parties counts.

Panel: Arbs. Parker, Strongin, De Treux & Roumell

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

3:00-3:30 p.m.

■ **Past Practice**

After covering the elements, the lecturer uses interesting cases to further explain the doctrine.

Arb. Joan Parker

3:30-4:30 p.m.

■ **Family and Medical Leave Act**

FMLA has generated more arbitration and court cases than any other employment law in the past decade. And this presentation always receives top ratings for clarity, coverage of the issues, and practice tips. Stay up-to-date.

Arb. George Roumell

4:30 p.m. Adjournment



Continuing Education Credits

Attorneys and HR professionals are eligible to receive credit for this conference. CLE credit is based on 7 hours. If you are an attorney, please indicate on the registration form in which state(s) 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

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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

- Register online at www.laborarb.com
- Complete this form and scan / email to registrar@laborarb.com
- Complete this form and fax to 507-645-2474 or mail to address below.

Labor Law & Labor Arbitration

Friday, November 12, 2021

Pennsylvania Convention Center (Room 113) • 1101 Arch Street • Philadelphia PA 19107

www.paconvention.com

Name _____ Name _____

Title _____ Title _____

Email _____ Email _____

Organization _____

Address _____

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: \$375.00 per registrant (if registered before September 30, 2021)
\$450.00 per registrant (if registering after September 30, 2021)

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

For overnight accommodations, we recommend the following hotels which are close to the Pennsylvania Convention Center, the site of the conference.

Hilton Garden Inn • 1100 Arch St • Philadelphia PA 19107 • 215-923-0100 • hilton.com

Hampton Inn • 1301 Race St • Philadelphia, PA 19107 • 215-665-9100 • hamptoninn.com

MISCELLANEOUS

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

Pennsylvania attorneys please note: The Labor Arbitration Institute is an Accredited Provider of Continuing Legal Education under the rules of the Pennsylvania Supreme Court's Continuing Legal Education Board. This program is approved for 7.0 hours of substantive law, practice and procedure CLE credits.

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.