



LABOR ARBITRATION INSTITUTE

Energizing Labor Law Education

Labor Law and Labor Arbitration

Thursday

September 21, 2023

Minneapolis

register online
laborarb.com



Labor Law and Labor Arbitration

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

Come to Minneapolis this fall, and learn the latest developments in labor law and labor arbitration.

Still another reason to attend is the faculty. All have wide experience as labor arbitrators and recognized skills as teachers.

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

We welcome you to Minneapolis to learn with the best.

Conference Location & Registration

The Conference will be held at the Minneapolis Convention Center, a first-class facility with comfortable meeting rooms and an excellent sound system. There is also plentiful parking and our classroom is near the two main entrances. There will be signs posted, and it will take less than 5 minutes to walk from your car. The nearest hotel is under 10 minutes walking, door to door

The conference tuition of \$525 includes admission to all sessions, course materials, and all breaks. You can save \$75 if you register before May 31, 2023 because early enrollment tuition is \$450. See the registration form or visit us online at www.laborarb.com



Agenda

7:15-8:00 a.m.

Registration & Continental Breakfast

8:00-8:30 a.m.

■ Rules of Evidence

To investigate a grievance or prepare a case, the Rules of Evidence come into play. This is because the rules affect the admission and probative value of evidence. Learn about the rules on relevance, hearsay, expert opinions, privileged communications and circumstantial evidence.

Arb. Walt De Treux

8:30-9:30 a.m.

■ Difficult Evidentiary Issues

Arbitrators do not strictly apply the Rules of Evidence, but they follow them when there is an evidentiary issue. The faculty discuss actual cases and what happened or should have happened — an excellent way to understand the Rules. This is one of the most popular sessions in the training.

Panel: Arbs. Steve Befort, Walt De Treux, Harry Graham, Jeff Jacobs, & Jeanne Vonhof

9:30-10:00 a.m.

■ Due Process

Some procedural guarantees are written into the contract, but there are many more which arbitrators and courts impose, such as a fair investigation and a reasonable penalty. There are also the lesser-known ones such as delay in discipline, citing a vague rule, or expanding a rule beyond its purpose or language.

Arb. Harry Graham

10:00-10:15 a.m.

■ Disparate Treatment

Similarly-situated employees committing the same rule violation of misconduct should be treated the same. The panelists discuss two cases which analyze this due process principle.

Panel: Arbs. Graham, Jacobs, Vonhof, Befort & De Treux

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

10:30 a.m.-12 Noon

■ Discipline & Discharge: Recent Cases

We present actual cases to the panel. They hear the facts and arguments, and then, individually give a bench decision. The learning part is in hearing their rationale. The cases are drawn from these areas:

harassment (sex and race) insubordination, social media, job performance, and workplace threats. A dynamic discussion of the arbitral principles, statutory law, and strategies.

Panel Arbs. Jacobs, Vonhof, Befort, De Treux & Graham

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

1:00-1:45 p.m.

■ Marijuana

With more states relaxing the laws on marijuana (medical and recreational), this area of arbitral law is evolving. Learn more about the tests and the issues of impairment, safety and rehab

Arb. Jeff Jacobs

1:45-2:15 p.m.

■ Contract Interpretation

Arbitrators use established legal principles to decide cases when the intent of the parties is unclear. Hear from one of the top labor arbitrators in the country which principles you must know. A refresher for the advanced labor-management advocate, and eye-opening for the novice.

Arb. Walt De Treux

2:15-2:45 p.m.

■ Contract Interpretation: Recent Cases

As a sequel to the lecture, the arbitrators discuss a series of interesting and recent cases, summarized so the discussion goes immediately to the crux of the dispute. This is an excellent way to learn how to frame arguments and argue the nuances in contract law.

Panel: Arbs. Vonhof, Befort, De Treux, Graham, & Jacobs

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

3:00-3:30 p.m.

■ Past Practice

It is one of the most misunderstood doctrines in labor relations. After a quick review of the elements, the issues and pitfalls are covered. Includes several short cases for further illustration of the problems (gratuity v. benefit, major v. minor and when the employer argues past practice).

Arb. Jeanne Vonhof

3:30-4:30 p.m.

■ Family and Medical Leave Act

No employment law has spawned as many court and arbitration decisions in the last two decades. The speaker is an expert in the area and a highly regarded law professor and labor arbitrator.

Arb. Steve Befort

4:30 p.m. Adjournment

Faculty

The faculty members are excellent teachers, in addition to being highly respected labor arbitrators. **Steve Befort** teaches at the University of Minnesota Law School, is the past editor of the ABA's highly respected journal on Labor & Employment Law, and a nationally known labor arbitrator. **Walt De Treux** is a nationally-known labor arbitrator. Earlier in his career he was a labor attorney. **Harry Graham** is a distinguished labor arbitrator. He was a professor at Cleveland State University, and before that, at the University of Wisconsin and University of Iowa. **Jeff Jacobs** first practiced law and now is one of the longest-serving labor arbitrators in the Midwest and nationally. Finally, **Jeanne Vonhof** has over 25 years of experience, with umpireships on several national panels, including those in steel, airlines, and education. She has also taught at Indiana University

CLE Credit & HR Credit

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

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.

Labor Law & Labor Arbitration

Thursday, September 21, 2023

Minneapolis Convention Center
(Meeting Room 101)

1301 Second Avenue South
Minneapolis MN 55403

www.minneapolisconventioncenter.com

Registration Options

1. Register online at laborarb.com

OR

2. Complete this form and mail to address below

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: \$525 per registrant (when registering after May 31, 2023)

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PAYMENT

Check Enclosed \$ _____

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 Minneapolis Convention Center, the site of the conference. (The Hilton and Hotel Ivy are just two blocks away and on the skyway system).

Minneapolis Hilton • www.hilton.com • 1001 Marquette Avenue, Minneapolis MN 55403 • 612-376-1000

Holiday Inn Express • www.hiexmpls.com • 225 So. 11th Street, Minneapolis MN 55403 • 612-341-3300

Hotel Ivy • www.thehotelivy.com • 201 So. 11th Street • Minneapolis, MN 55403 • 612-746-4600

MISCELLANEOUS

I am an attorney and request 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