

LABOR ARBITRATION INSTITUTE

Labor Law and Labor Arbitration

Friday, October 20, 2023

Chicago



register online laborarb.com

The Chicago Conference on Labor Law and Labor Arbitration

Friday, October 20, 2023

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 the latest developments, refine your advocacy skills, and be prompted to think about strategy and arguments in your own work.

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

We welcome you to Chicago for training with a superb faculty.

Agenda

7:15-8:00 a.m.

**Registration Check-in and
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 whether the evidence should be admitted into the record, and the weight it should be given. Learn about the rules on relevance, hearsay, privileged communications and circumstantial evidence.

Arb. Jeffrey Jacobs

8:30-9:30 a.m.

■ Evidentiary Issues

As a sequel to the lecture, the panelists discuss actual cases. This is a fast-paced review of the case and the evidentiary issue. All new cases from the past year.

Panel: Arbs. George Fitzsimmons, Jeffrey Jacobs, Mark Suardi, Kathryn VanDagens & Jeanne Vonhoff

9:30-10:00 a.m.

■ Due Process

The doctrine of fairness and due process is one of the most challenging in jurisprudence. The doctrine reflects hundreds of years of cases and changing societal standards. And in arbitration, the doctrine applies from the start of the disciplinary interview, and ends in what constitutes a reasonable penalty.

Learn about disparate treatment, lax enforcement, notice of charges, and more.

Arb. Mark Suardi

10:00-10:15 a.m. Break

10:15 a.m.-11:30 a.m.

■ Discipline & Discharge

Hear the facts of actual cases and the arbitrators' analysis. The cases include these: harassment (race & sexual), off-duty misconduct, job performance and workplace threats. After issuing a bench decision, the panelists discuss the legal/arbitral principles, the parties' arguments, and the evidence. This session is a highlight of the Conference because it covers federal laws and arbitral principles in the context of actual cases.

Panel: Arbs. Jacobs, Suardi, VanDagens, Vonhoff & Fitzsimmons

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

■ Advocacy Strategies

The speaker talks about cases he has recently heard and decided. His advice on witness preparation, hearing strategies, and closing arguments will assist you in case preparation, including when to settle your case.

Arb. George Fitzsimmons

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 & rehab.

Arb. Jeff Jacobs

1:45-2:45 p.m.

■ Absenteeism

The arbitral standards for tardiness and absenteeism are important to know. Be ready for the variety of cases.

Arb. Mark Suardi

2:15-2:45 p.m.

■ Contract Interpretation

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

Arb. Kathryn VanDagens

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

3:00-3:45 p.m.

■ Contract Interpretation:

Applying the Rules

The panelists discuss actual cases from 2022 and 2023. The cases are factually straightforward. Both sides have good arguments about bargaining history and contract law principles. An engaging and illuminating way to understand this area of law.

Panel: Arbs. Suardi, VanDagens, Vonhof, Fitzsimmons & Jacobs

3:45-4:30 p.m.

■ Past Practice

It is one of the most difficult concepts in labor relations. Past practice arises in three situations: when the language is ambiguous, when the contract is silent, and when the contract is clear (but the practice goes the other way). This session will further your understanding of the doctrine. It includes a quiz & analysis of three special areas: gratuity versus benefit, management right or past practice, and when the employer argues FOR the past practice.

Arb. Jeanne Vonhof

4:30 p.m. Adjourment

Faculty

The arbitrators on the faculty have substantial experience as teachers and arbitrators. In alphabetical order, **George Fitzsimmons** is a prominent labor arbitrator and serves on several panels and as umpire under many agreements. He is a former trial attorney. **Jeffrey Jacobs** also practiced law and for the past 25 years, has been a popular labor arbitrator. **Mark Suardi** is a distinguished labor arbitrator and sits on numerous panels. He has been a university instructor and attorney. **Kathryn VanDagens** is a highly-regarded labor arbitrator. She previously practiced law and taught at Michigan State University's law school. **Jeanne Vonhof**, based in Chicago, is one of the top labor arbitrators in the country. She is a permanent umpire under several regional and national agreements. All of the faculty members enjoy teaching and answering audience questions.

Registration & Tuition

The cost is \$525, but if you register before July 15, 2023, the cost is \$450. This fee covers admission to all sessions, course materials, and all breaks.

This Conference is one of the best values in continuing education. The tuition is among the lowest of CLE and CEU programs in the field of labor and employment law. Chicago is also reasonably-priced for airfares, with many choices of airlines and flight times into O'Hare and Midway. The group rate at the Fairmont is a very good value, not just for Chicago and other hotels in the top tier, but also in comparison to other major U.S. cities.

Stay at the Fairmont!

We have a contract for a block of sleeping rooms at the Fairmont. The Fairmont has offered an attractive group rate in conjunction with this Conference. Conference attendees who stay at other hotels matter to us. Please call or email us before you decide to stay elsewhere. We appreciate your support of the Conference at the Fairmont.



Earn CLE or CEU credits

This program has been approved for Continuing Legal Education (CLE) credit. Most often, it is 7.0 credits. The Labor Arbitration Institute is an accredited provider in the state of Illinois, as well as other states. Please let us know on the registration form which state(s) you need 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 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 address below

Friday, October 20, 2023

Fairmont Hotel (International Ballroom)

200 N Columbus Drive, Chicago IL 60601 • 312-565-8000 • fairmont.com/chicago/

For additional registrants, please photocopy this form.

Name _____

Title _____

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:

\$525.00 per registrant (if registering after July 15, 2023)

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PAYMENT

Check Enclosed \$_____.

Payment must accompany registration, unless other arrangements are made ahead. If you register online, there is an option to pay by check or credit card. Checks may be made payable to Labor Arbitration Institute.

HOTEL INFORMATION: Please call the Fairmont at 312-565-8000 or the Fairmont's Global Reservations Centre at 1-800-441-1414. Please let the agent know that you are attending the Labor Arbitration Institute in order to receive the group rate of \$249.00 single or double occupancy. Please make your reservation as early as possible. The hotel releases the sleeping room block for general sale to the public on September 28, 2023 and often, the block has sold-out several weeks before that date. There is also a link on our website (laborarb.com, under Chicago Conference, and Facility Description) that will take you to the hotel's website for making sleeping room reservations online.

CLE CREDITS: I am an attorney and request CLE credits for the state of _____.

The Labor Arbitration Institute is an accredited provider in California and Pennsylvania. CLE credit is available in other states, as well.

This form can be mailed to: Labor Arbitration Institute, 205 South Water Street, Northfield, MN 55057