

Montana Economics

This will be an overview of Montana's economy over the past year from the Department of Labor and Industry's Chief Economist.

The Duty of Fair Representation and Its Implications

What is the duty of fair representation and what does it mean to management and the union when charges are filed naming one, or both, as defendants? Do's and don'ts for management and unions alike.

Grievance, Gripe, or ULP

This session will provide on-the-spot analysis of legally and factually entertaining cases relating to timely topics. You as the audience will determine if it is a grievance, gripe or an unfair labor practice and the route it may take.

NLRB Agency Updates and Trends

A representative from the National Labor Relations Board will comment on current and continuing trends in the field of labor relations and present case updates from the federal level.

Unfair Labor Practice

In Red Light, Green Light format, coupled with another Academy Award winning video, a Board of Personnel Appeals agent will walk you through the investigation of an unfair labor practice complaint. Come prepared to participate.

Generations In Collective Bargaining: Communicating Thru the Ages

Can't we all just get along? Well frankly, sometimes not so well. Not all of us do as well with people of a "certain age" as we do with others. This presentation will assist participants in recognizing their own age group's strengths, needs, and obstacles in dealing with others (Traditionalists, Boomers, Xers, and Millennials). Each "cohort" brings knowledge and talent to the table and is vital to building the strongest organization - even if we would really rather not have to bother. Come and be jolted from your complacency and learn why we, at times, have difficulty in working well with others. Just maybe there really are legitimate differences from among all four ages in the work force today. Well, three strange ones and then our own. And, by the way, some sociologists are now saying "Watch out! We're on our way to Five!"

Red Light/Green Light

A panel of experienced arbitrators will provide on-the-spot analysis of legally and factually entertaining cases relating to timely topics, with active audience participation adding to the program. Be ready...we want your vote!

Establishing an Arbitration Business – The Ins and Outs

Have you wanted to become an arbitrator and just don't know where to go or what to do? Arbitrator David Stiteler will walk you through what you need to do and what you'll want to avoid! He will provide tips on how to set up your arbitration business and how to get your name listed on rosters and panels. He will also discuss the various associations that are around that you may want to join, such as the National Academy of Arbitrators and the American Association of Arbitrators.

Costing Out a Contract

Beginning contract preparations well in advance of negotiations pays off. By starting early, you'll have plenty of time to gather information about the bargaining unit, determine bargaining priorities, and gather facts to present to the employer in support of each proposal. You'll also have time to involve the membership in contract preparations and educate them on the importance of the issues you'll bring to the table. Budgets, raises, sick leave, vacations, health insurance, etc....so many numbers go into a contract and find out from our experts on how to cost out a contract.

Negotiations 101

Preparing for an exit strategy, know when to hold 'em and when to fold 'em, good faith, political motivations, trust...what does all this mean??? This session will go over when to bring a mediator in, building relationships, what type of leg work you can do before coming to the table. It will also discuss interest-based bargaining versus traditional bargaining.

Trends in Arbitration

Ever wonder what trends come before arbitrators? This session will have 3 distinguished arbitrators discuss the current trends that are happening in Montana, regionally and nationwide.

MT Employment Law Developments

Always one of our most educational and entertaining sessions, Karl Englund and Mike Dahlem will discuss changes and current labor relations issues in Montana.

FMCS Agency Updates and Trends

A representative from the Federal Mediation and Conciliation Service will comment on current and continuing trends in the field of labor relations and present updates from the federal level.

Rep Fee and the Courts

With the Supreme Court deadlocked on rep fee payments in the public sector, additional litigation is assured. Karl Englund will discuss *Freidrich v California Teachers Association* and the implications this case, and ones sure to follow, will have on labor relations.

Apprenticeship

Are having trouble finding qualified applicants? Are you experiencing a skill shortage? Have you considered getting an apprentice? Did you know there are over 1000 occupations that qualify for an apprenticeship? Meet the experts and learn how an apprentice program works. With baby boomers retiring and a workforce shortage on the horizon, employers can no longer assume the talent pipeline will supply the talent they need. An apprentice program just may be the answer!

Ethics

Arbitrator Francis (Hank) Raucci and Montana State Bar, Executive Director Chris Manos will explore the ethical considerations raised by bargaining and grievance administration case studies and address the specific ethical concerns and obligations faced by each side and the arbitrator.