

**“Celebrating the Past, Shaping the Future ”**  
**Montana Arbitration & Labor Relations Conference**  
**October 1 - 3, 2024**  
**Copper King Inn, Butte Montana**

**Tuesday, October 1, 2024**

**1:00 pm - 4:45 pm**

- 11:00 - 12:00**     **Montana Arbitrators Association Board Meeting**
- 12:00 - 1:00**     **Registration**
- 1:00 - 1:15**     **“Welcome & Opening” - Chief Executive Butte Silver Bow, J.P. Gallagher**
- 1:15 - 2:15**     **“External Law and it’s Implications” - Jeff Jacobs**
- 2:15 - 3:15**     **“How Procedural Deficiencies Can Affect Arbitrator Awards” - Yuval Miller**
- 3:15 - 3:30**     **Break**
- 3:30 - 4:30**     **“Do’s and Don’ts of Presenting in Arbitration” - Kathy Fragnoli and Audrey Eide**

***\*Dinner will be on your own.***

**Wednesday, October 2, 2024**

**8:00 am - 5:00 pm**

- 8:00 - 9:00**     **“Stress Management and Burnout” - Jason Slead**
- 9:00 - 10:00**   **“Contract Interpretation” - Jeff Jacobs**
- 10:00 - 10:15**   **Break**
- 10:15 - 11:15**   **“Past Practice” - Howell Lankford**
- 11:15 -12:15**   **“Just Cause” - David Gaba and Shianne Scott**
- 12:15 - 1:00**     **Lunch (Sponsored by MAA)**
- 1:00 - 2:00**     **“What is Really in Your CBA?” - Dave Gaba and Yuval Miller**
- 2:00 - 3:00**     **“Expedited, Consolidated Claims and Mediation-Arbitration” - Emily Hall and Brian Clauss**
- 3:00 - 3:10**     **Break**
- 3:10 - 4:10**     **“Ask the Experts” - Elizabeth A. Kaleva and Matt B. Thiel**
- 4:10 - 5:15**     **“Red Light, Green Light” - Kathy Fragnoli, Audrey Eide, and Howell Lankford**

***\*Social Hour Dinner***

**Thursday, October 3, 2024**

**8:15 am - 12:15 pm**

- 8:15 - 9:15**     **“Human Rights” - Chad Day**
- 9:15 - 10:15**   **“Montana Marijuana Update” - Jean Faure and Nate McConnell**
- 10:15 - 10:30**   **Break**
- 10:30 - 11:30**   **“Law Update: Drug Testing” - Jonathan McDonald and Jeff Hindoién**
- 11:30 - 12:30**   **“NLRB UPDATES” - Adam Morrison and Michael Snyder**
- 12:30**           **MAA Conference Adjourns**

Representatives from FMCS and NLRB will be present and  
available to answer questions and discuss updates.