

**“Sapphire Summit: Celebrating 45 Years of Labor  
Excellence in Montana”  
Montana Arbitration & Labor Relations Conference  
September 30th — October 2nd, 2025  
Best Western Gran Tree Inn, Bozeman, Montana**

**Tuesday, September 30, 2025**

**1:00 pm - 5:30 pm**

- 8:30 - 9:00 Montana Arbitrators Association Board Meeting
- 9:00 - 11:30 Interest Based Bargaining Training
- 11:00 - 12:00 Registration
- 12:00 - 12:15 “Welcome & Opening” - Mayor of Bozeman, Terry Cunningham.
- 12:15 - 1:15 “Benefits of Working Relationships” - Rende Mackay, Jason Small, Quint Nyman, and Kerry Davant
- 1:15 - 2:15 “Nine Ways to Become a Better Negotiator and Advocate” - Kathy Fragnoli (NAA)
- 2:15 - 2:30 Break
- 2:30 - 3:30 “Marijuana; An Arbitrator’s View on Drug Testing Policy Cases” - Jeff Jacobs (NAA)
- 3:30 - 4:30 “How Cases Are Won (Or Lost) In The Preparation” - Howell Lankford (NAA), Audrey Eide and Todd Lyon
- 4:30 - 5:30 “Montana Marijuana Update, What Doesn’t Fly With Your Supply (Continued) “ - Jean Faure & Nate McConnell

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

**Wednesday, October 1, 2025**

**8:30 am - 4:45 pm**

- 8:30 - 9:30 “Arbitrator’s View on Violations of Due Process” - Jeff Jacobs (NAA)
- 9:30 - 10:30 “Tales from the Trenches”- Howell Lankford (NAA)
- 10:30 - 10:45 Break
- 10:45 - 11:45 “IBB Success Stories” - Jenny Weigand, Rachel Schillreff, Dan Rispens, and Erwin Garcia
- 11:45 - 12:30 Lunch (Sponsored by MAA)
- 12:30 - 1:30 “Cultivating a Sustainable Culture at Work” - Jason Slead
- 1:30 - 2:30 “Fact Finding and Interest Arbitration: Winning Strategies from Negotiation through Hearing” - Yuval Miller, Cindy Walker, and Ricky Walsh
- 2:30 - 2:45 Break
- 2:45 - 3:45 “Deep Dive into Complicated ULP Charges” - Elizabeth Kaleva and Matt Thiel
- 3:45 - 4:45 “Red Light, Green Light” - Audrey Eide, Howell Lankford (NAA), and Kathy Fragnoli (NAA)

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

**Thursday, October 2, 2025**

**8:30 am - 12:30 pm**

- 8:30 - 9:30 “Drugs, Sex & Rock and Roll; Arbitrators’ Views of Off-Duty Misconduct” Shianne Scott and Barbara Diamond
- 9:30 - 10:30 “Artificial Intelligence Legislative Update “ - Quinlan O’Connor
- 10:30 - 10:45 Break
- 10:45 - 11:45 “Copilot is my Copilot: Promises and Perils of Artificial Intelligence in Labor Negotiations” - Chris Casillas
- 11:45 - 12:15 “Montana Labor Board Discussion” - Haley Nelson and Tori Koch
- 12:15 - 12:30 “Closing Comments” - Commissioner Of Labor and Industry, Sarah Swanson
- 12:30 Conference Concludes