

**“Working Better Together: Practical Skills and Ethical Foundations for Labor Relations”**

**Montana Arbitration & Labor Relations Conference**

**September 22nd–24th, 2026**

**Heritage Inn, Great Falls, Montana**

**Tuesday, September 22, 2026**

**1:00 pm - 4:30 pm**

- 7:30 - 7:45 Montana Arbitrators Association Board Meeting
- 8:00 - 11:00 “Workplace Investigations Survival Guide” - Bob Oberstein
- 11:00 - 12:00 Registration
- 12:00 - 12:15 “Welcome & Opening” - Mayor of Great Falls,
- 12:15 - 1:15 “Contract Interpretation: Understanding Your Collective Bargaining Agreement.” – Jeff Jacobs.
- 1:15 - 2:15 “Top 10 Ways to Not be Prepared for the Arbitration Hearing (and all they ways you can)!”- Page Todd
- 2:15 - 2:30 Break
- 2:30 - 3:30 “Improving Labor Management Relationships Through Active Listening”- Jason Slead
- 3:30 - 4:30 “Exploring What DLI IMB Services Can Do for You”- Jasmine Taylor

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

**Wednesday, September 23, 2026**

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

- 8:30 - 9:30 “Employer Discipline and Social Media”- Jeff Jacobs
- 9:30 - 10:30 “Ethical Practices in Labor Arbitration” - Sandra Mendel Furman, Lisa Timmons, and Betty Rankin Widgeon
- 10:30 - 10:45 Break
- 10:45 - 11:45 “Labor Law 101, Part 1”- Matt Thiel and Elizabeth Kaleva
- 11:45 - 12:30 Lunch (Sponsored by MAA)
- 12:30 - 1:30 “Labor Law 101, Part 2”- Matt Thiel and Elizabeth Kaleva
- 1:30 - 2:30 “Past Practice and Precedent”- Yuval Miller
- 2:30 - 2:45 Break
- 2:45- 3:45 “Apology and Forgiveness at Work”- Bob Oberstein
- 3:45 - 4:45 “Red Light, Green Light” - Jeff Jacobs, Howell Lankford (NAA), and Yuval Miller

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

**Thursday, September 24, 2026**

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

- 8:30 - 9:00 Commissioner of Labor and Industry
- 9:00 - 10:00 “Ethics in Labor Law”- Matt Thiel and Jean Faure
- 10:00 - 11:00 “Building Trust Through LMCs” - Ben Harris and Kristopher Cahoon
- 11:00 - 11:15 Break
- 11:15 - 12:15 “Contract Provisions: The Good, the Bad and the Ugly” - Elizabeth Kaleva
- 12:15 Conference Concludes