

**Montana Arbitrators Association**  
**2020 - 2021 Labor & Arbitration Winter Webinar Series**  
**Agenda**

**1. December 2, 2020 10:00 – 11:00 a.m. MST**

*“Advocacy Techniques and Ways to Prepare and Present Your Case for Maximum Effect”*

Arbitrator Jeff Jacobs

Q & A after the session.

**SESSION DESCRIPTION:**

Advocacy matters. You can't change your facts, but you can change the way they're presented to maximize your chances of prevailing. This session will provide valuable tips on how best to prepare and present your case for maximum effect from presenting the case in the beginning, preparing your witnesses, and presenting the evidence you need to provide you the best chance of winning.

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**2. January 13, 2021, 10:00 – 11:00 a.m. MST**

*The ten biggest mistakes you can make in the grievance/arbitration process, with a detour to talk a little bit about picking an Arbitrator.*

Arbitrators David Gaba & Howell Lankford

Q & A after the session.

**SESSION DESCRIPTION:**

Have you ever wondered if you made a mistake during the grievance/arbitration process? If only I could go back and start from the beginning, I would do things different! OOH I wish I didn't do that!! I got the list of Arbitrators, NOW WHAT? Does this ring a bell? Join us in this webinar with Arbitrators David Gaba and Howell Lankford in this session as they discuss mistakes made in the grievance/arbitration process.

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**3. February 2, 2021, 10:00 – 11:00 a.m. MST**

*"Bargaining: Good Faith/Bad Faith"?*

Matt Theil & Michael Dahlem

Q & A after the session.

**SESSION DESCRIPTION:**

“Good Faith, Bad Faith we’ve all heard these words during negotiations at one time or another. Join Michael Dahlem and Matthew Thiel as they explore the elements of Good Faith and Bad Faith during labor negotiations.”

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4. **February 16, 2021 10:00 – 11:00 a.m. MST**

*Using Mindfulness to Improve Your Experience and Outcomes in Bargaining and Conflict Situations.*

Jessica Bradley

Q & A after the session

**SESSION DESCRIPTION:**

Some negotiators and labor relations professionals stand out as beacons of calmness in the midst of difficult grievance or bargaining situations. While it is easy to get sucked in to a storm of emotions in bargaining, there are tools all labor relations professionals can use to improve their experience, be more effective advocates, and help to preserve relationships with all involved. This workshop will provide practical tools and examples of how to use mindful listening, language choices, strategic breaks, authentic/direct conversations, and simple breathing/meditation techniques to help effectively navigate passionate, important, and emotionally challenging labor relations situations.

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5. **March 4, 2021, 10:00 – 11:00 a.m. MST**

*“Elements of an Investigation”*

Michele Puiggari

Q & A after the session.

**SESSION DESCRIPTION:**

Doing unbiased employment investigations is like creating a piece of art. Situations have different facts and each one is unique. With that said there are some very basic elements and rules to doing an unbiased, complete and comprehensive investigation of employment related issues. This session will provide the very basic structure and rules. It is not intended to provide all the skills necessary to do a complete investigation but to give you the basic tools to understand what is needed and why.