Labor Law & Labor Arbitration

Come to Philadelphia this Fall to learn the latest developments in labor law and labor arbitration.

This conference features first-rate lectures, panel discussions and dynamic case studies. All taught by some of the top labor arbitrators in the country.

The agenda below gives more detail, as well as information on staying overnight, tuition, and continuing education credits. Please call or email us (customerservice@laborarb.com) with any question.

Your time is valuable and this conference will maximize the investment in your own training.

Agenda

7:15-8:00 a.m. Registration & Continental Breakfast

8:00-8:30 a.m.

- Rules of Evidence
  Arbitrators are not bound by the rules of evidence, but they routinely follow them, especially those on relevance, hearsay and circumstantial evidence. The speaker is an arbitrator and umpire under many major agreements. This lecture is a good mix of theory and practice.
  Arb. Andrew Strongin

8:30-9:45 a.m.

- Evidentiary Issues
  As a sequel to the lecture, the panelists discuss the evidentiary issues which arose in recent cases. The discussion will give you insights into when to object, how to argue an objection, and assess the evidentiary issues before you take a case to arbitration.
  Panel: Arbs. George Fleischli, Joan Parker, Alan Symonette, Samantha Tower and Andrew Strongin

9:45-10:00 a.m. Break

10:00-10:30 a.m.

- Due Process
  One of the oldest doctrines in constitutional law, it has wide application in labor-management relations. It involves both substantive and procedural due process. At root, it is about fundamental fairness. The issues run from how you craft your last chance agreement (and any review by an arbitrator) to how you follow deadlines in your contract. The speaker is a nationally-known labor arbitrator and former president of the National Academy of Arbitrators.
  Arb. George Fleischli

Conference Location & Registration

The conference will be held at the Pennsylvania Convention Center, 1101 Arch Street, in the heart of Philadelphia. This city is one of the most popular cities of the country. The theaters, restaurants, jazz clubs, and shopping are among the best in the world, and just a short walk from your hotel or the Convention Center.

Philadelphia is also an easy travel destination. By car, the Convention Center is a few minutes from I-95. The Philadelphia International Airport is 10 miles away. SEPTA train line R-1 connects the airport directly to Center City and the Convention Center, along with Amtrak operating out of the 30th Street Station.

For more about what is happening in Philadelphia, visit the website: www.visitphilly.com.

The conference tuition of $375 includes admission to all sessions, course materials, and all breaks. You can save $75 if you register before June 30 because early enrollment tuition is $300. See the registration form or visit us online at www.laborarb.com.
10:30 a.m.-12:00 Noon
Discipline & Discharge: Cases from 2017
We present recent cases to the arbitrators and then they issue their own bench decision. You learn the arbitral and legal principles, as well as how arbitrators view the key facts. The cases are drawn from several areas: insubordination, job performance, absenteeism, safety violations, and more. For two of the offenses, we close with your votes (after the arbitrators have committed to a position) on workplace threats and off-duty misconduct.
Panel: Arbs. Tower, Symonette, Strongin, Parker & Fleischli

12:00-1:00 p.m. Lunch (on your own)

1:00-1:30 p.m.
Drug-Testing
Medical marijuana laws have changed the landscape, but not necessarily the outcome. Arbitrators expect rigid compliance with testing procedures, in addition to whatever the parties have agreed to. If your contract is silent, you must know about impairment, off-duty use, and any federal/state regulation.
Arb. Alan Symonette

1:30-2:15 p.m.
Safety @ Work
From the safety-sensitive workplaces to those who are just following OSHA and in-house rules, many cases end up in arbitration. Can they be settled? We give the panelists recent cases for discussion and analysis.
Panel: Arbs. Parker, Symonette, Tower, Strongin & Fleischli

2:15-2:45 p.m.
Effective Advocacy Techniques
A new presentation on what arbitrators expect of advocates in the presentation of a case. For example, you don't promise more in the opening statement than you can deliver. And you don't use the closing argument to introduce new evidence. But there are other more subtle points to make. For example, cross-examination should not look anything like direct examination; you can prepare your witness, without putting words in their mouth; compound questions must be broken up, and much more. Hear from a distinguished labor arbitrator who has heard thousands of cases and watched effective and ineffective advocacy techniques.
Arb. Joan Parker

2:45-3:00 p.m. Break

3:00-4:00 p.m.
Contract Interpretation
There are several recent cases which illustrate the contract law principles that we should all know. The arbitrators explain the principle and its application. The cases are close, so every argument by the parties counts.
Panel: Arbs. Symonette, Strongin, Parker and Fleischli

4:00-4:30 p.m.
Past Practice
This doctrine extends back to the earliest days of labor arbitration. The categories are: when the contract is silent, when the contract is ambiguous and when the contract is contrary to what the parties do. So, aside from knowing the elements, you have to know what arbitrators do in each category of cases. Then, there is the second round of issues: Is the practice a present (convenient way) of doing things or is it the prescribed way (that is, did the parties agree to be bound by the practice)? Is there a maintenance of benefits clause which freezes the practice, or a zipper clause which zipped out the practice?
Arb. Samantha Tower

4:30 p.m. Adjournment

Continuing Education Credits
Attorneys and HR professionals are eligible to receive credit for this conference. CLE credit is based on 7 hours. If you are an attorney, please indicate on the registration form in which state(s) you hold a license.

This program is valid for 7.0 PDCs for the SHRM-CP® or SHRM-SCP®. For more information about certification or recertification, please visit www.shrmcertification.org.

This program has also been approved for 7 recertification credit hours through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute homepage at www.hrci.org.
### Registration Options
- Register online at www.laborarb.com
- Complete this form and scan / email to registrar@laborarb.com
- Complete this form and fax to 507-645-2474 or mail to address below.

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### Labor Law & Labor Arbitration
**Thursday, October 26, 2017**
Pennsylvania Convention Center (Room 103) • 1101 Arch Street • Philadelphia PA 19107
www.paconvention.com

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**PRIVACY POLICY:** The email address you provide is only used by the Labor Arbitration Institute (LAI). LAI does not sell or share its email lists, or any customer lists.

**TUITION:**
- $375.00 per registrant (if registering after June 30, 2017)
- $300.00 per registrant (if registered before June 30, 2017)

**PAYMENT**
- Check Enclosed $________________
- Credit Card Payment $________________
  - Card Number (VISA, MasterCard or American Express) ____________ ____________ ____________ ____________
  - Exp. Date:____________________; Cardholder Signature __________________________________________________

Payment must accompany registration, unless other arrangements are made ahead. Please call the conference registrar at 507-663-1220 for details. Checks may be made payable to Labor Arbitration Institute.

**HOTEL ACCOMMODATIONS**
For overnight accommodations, we recommend the following hotels which are close to the Pennsylvania Convention Center, the site of the conference. This is peak travel season, so early reservations are encouraged. Also, visit this website sponsored by the PA Convention Center: www.paconvention.com or www.visitphilly.com

- Hilton Garden Inn • 1100 Arch St • Philadelphia PA 19107 • 215-923-0100 • www.hiltongardenphilly.com
- Holiday Inn Express Midtown • 1305 Walnut St • Philadelphia PA 19107 • 215-735-9300 • www.igh.com
- Hampton Inn • 1301 Race St • Philadelphia, PA 19107 • 215-665-9100 • www.hamptoninn.com

**MISCELLANEOUS**
- I am an attorney and request information on CLE credits for the state of _______________________________.
  - **Pennsylvania attorneys please note:** The Labor Arbitration Institute is an Accredited Provider of Continuing Legal Education under the rules of the Pennsylvania Supreme Court’s Continuing Legal Education Board. This program is approved for 7.0 hours of substantive law, practice and procedure CLE credits.

- I cannot attend, but please send me information on future conferences.

**MAIL TO:** Labor Arbitration Institute, 205 South Water Street, Northfield, MN 55057

*For more information, call 507-663-1220 or FAX number 507-645-2474.*