

# New England Consortium of State Labor Relations Agencies 15<sup>th</sup> Annual Conference



**Sturbridge Host Hotel and Conference Center  
on Cedar Lake  
Friday, July 24, 2015**

***"Discover the latest "game changing" factors impacting the new world of labor/management relations."***





**Joseph E. Slater**  
**Keynote Speaker**

Joseph E. Slater is the Eugene N. Balk Professor of Law and Values at the University of Toledo College of Law, specializing in labor and employment law subjects. Joseph holds a B.A. from Oberlin College, a J.D. from the University of Michigan Law School, and a Ph.D. in history from Georgetown University. Professor Slater is a member of the Labor Law Group and of the College of Labor and Employment Lawyers. Before coming to Toledo in 1999, Joseph practiced labor and employment law in Washington, D.C. for over a decade.

Since coming to Toledo, Professor Slater has published numerous books and articles on labor and employment law, especially in the area of Public Sector Labor Law.

In the past few years, he has given many presentations on public sector labor law at conferences of practicing lawyers (including several ABA conferences) and of academics (including the annual meeting of the American Association of Law Schools and numerous law school symposia). He has made numerous media appearances on public sector labor issues, including interviews on NPR's "Morning Edition," and "The Takeaway; MSNBC.com, Reuters, Fortune, and Bloomberg; the Chicago Tribune, Pittsburgh Post Gazette, Minneapolis Post, and other national newspapers.

**Friday, July 24, 2015**

**8:00 a.m. - 9:00 a.m.** - **Registration**

**9:00 a.m. - 9:10 a.m.** - **Welcome Address**

**Douglas L. Ingersoll, Esq.**, Executive Director, New England Consortium of State Labor Relations Agencies

**9:10 a.m. - 10:30 a.m.** - **Keynote Address**

**"Challenges to Public-Sector Labor Laws from State Legislatures in the Heartland to the U.S. Supreme Court... Are These Changes Coming to a State Near You?"**

**Speaker: Joseph E. Slater**, Eugene N. Balk Professor of Law and Values, University of Toledo College of Law

Join us for a presentation that has sparked the interest of countless individuals... a subject matter that will enlighten you on both developments regarding public-sector labor laws in states in the Midwest and recent Supreme Court jurisprudence on Union security agreements. At the state level, the presentation will discuss court challenges to various laws restricting collective bargaining rights (including, but not limited to, unsuccessful challenges to Act 10 in Wisconsin), and to newer, smaller-scale, but still significant amendments to state laws in the region. As to the Supreme Court and Union security, the presentation will discuss the 2014 decision *Harris v. Quinn* and possible future challenges.

**10:30 a.m. - 12:00 p.m.** - **Plenary Session**

**"Who is in Charge? Negotiating Under State Receivership" ... Obstacles, Innovations, and Lessons from the Lawrence, MA Teacher's Negotiations."**

**Speakers: Julie Albino**, Chief Redesign Officer; **David Connelly, Esq.**, Morgan, Brown and Joy – Attorney for Lawrence/Receiver; **Frank McLaughlin**, President, Lawrence Teachers Union; **Dan Murphy**, Director of Education Policy and Programs – AFT, MA; **Seth Racine**, Deputy Superintendent of Schools

In 2011, the Massachusetts Board of Elementary and Secondary Education put the entire Lawrence School System in receivership, making it the "only" District in Massachusetts under "full" State control. At the time the receivership occurred, the Lawrence Teachers had been without a contract for four (4) years. The Receiver announced a "turnaround plan" the next year, setting the stage for two (2) years of often difficult, State-assisted negotiations. Join us for what is sure to be a rousing discussion among state policy makers, local educators, and union officials about the process and results of the negotiations, including school autonomy, early education gains, and where they go from here.

**12:00 p.m. - 1:15 p.m.** - **Lunch**

**1:15 p.m. - 2:45 p.m.** - **Concurrent Workshops**

**(A) "Walking the Line; Ethical Issues in Pro Se Matters" (CLE Credit Available)**

**Speaker: Lori Caron Silveira, Esq.**, Shareholder, Adler Pollock & Sheehan, PC (RI)  
**John Wirenius, Esq.**, Deputy Chair, NYS Public Employment Relations Board, (NY);

From initial calls for information through the closing of the record, cases brought by unrepresented parties raise special ethical questions and conundrums. Adjudicators have to balance the need to ensure equal access to justice with the reality and perception of maintaining neutrality. Advocates are likewise confronted with conflicts between making the best record for their clients, and ethical obligation toward the process. Please join us for a session that will address the aforementioned issues based on concrete examples evaluated in light of the ethical rules applicable to attorneys and standards expected of neutrals.

**Friday, July 24, 2015, continued**

**1:15 p.m. - Concurrent Workshops**  
**2:45 p.m.**

**(B) "Cloudy With a Chance of Negotiations: An Updated Forecast on Mandatory, Permissive, and Prohibited Subjects of Bargaining."**

**Speakers: Michael Chittick, Esq.,** Adler, Pollock & Sheehan, PC (RI), **Brian Clemow, Esq.,** Shipman & Goodwin, LLP, (CT) **Susan Horwitz, Esq.,** Sandulli Grace, PC (MA), **Elizabeth Weins, Esq.,** Gursky Weins, Attorneys at Law, LTD (RI)

Participate in this interactive discussion of mandatory, permissive, and prohibited subjects of negotiation under public sector collective bargaining laws. The panel will discuss recent decisions affecting firefighters, police officers, teachers and other public-sector employees and how your state would likely address those issues. Topics of discussion will include staffing, class-size, the ACA's "Cadillac Tax," drug testing and what labor/ management can do to protect their rights.

**(C) "Mock Arbitration... What do Arbitrators Really Think? Wouldn't YOU Like to Know..."**

How will this ground-breaking law impact collective bargaining negotiations for public sector employees?

**Speakers: Ira Lobel,** Arbitrator (NY); **Lee Williamson,** Arbitrator (CT); **Beth Wolfson,** Arbitrator (MA)

Join us for this interactive session where three (3) respected New England Arbitrators will give their rulings on mock arbitration scenarios posed to them by you, the local practitioners. Ever wonder how an arbitrator reached THAT decision? What goes into their thought process? Now is your chance to find out, WITHOUT paying a filing fee.

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

**3:00 p.m. - Plenary Session**

**4:15 p.m.**

**"Medical Marijuana" in the Workplace... What would you do if Cheech & Chong Worked For or Next to You?**

**Speaker: Nicholas Anastasopoulos,** Mirick, O'Connell, DeMallie & Lougee, LLP (MA); **Carly Beauvais lafrate, Esq.,** Carly lafrate Law Office (RI); **James Mackie,** Staff Representative, AFSCME Council 93 (ME) **George Rinaldi, Esq.,** Chief of Legal Services, Labor and Employment Practice Group, Department of Administration (RI)

Medical Marijuana is now legal in twenty-six (26) states. Many, including some in New England have decriminalized recreational use. A couple of states have completely legalized marijuana use; and others, including Massachusetts and Rhode Island, are considering following in their footsteps. Meanwhile the federal government continues to send mixed messages. So what do you do when Cheech and Chong walk into your office asking for a bag of Doritos? Join us as advocates from both sides of the aisle discuss the ever evolving legal and practical issues facing employers and employees as we approach hippie heaven.

**Agency Representatives**

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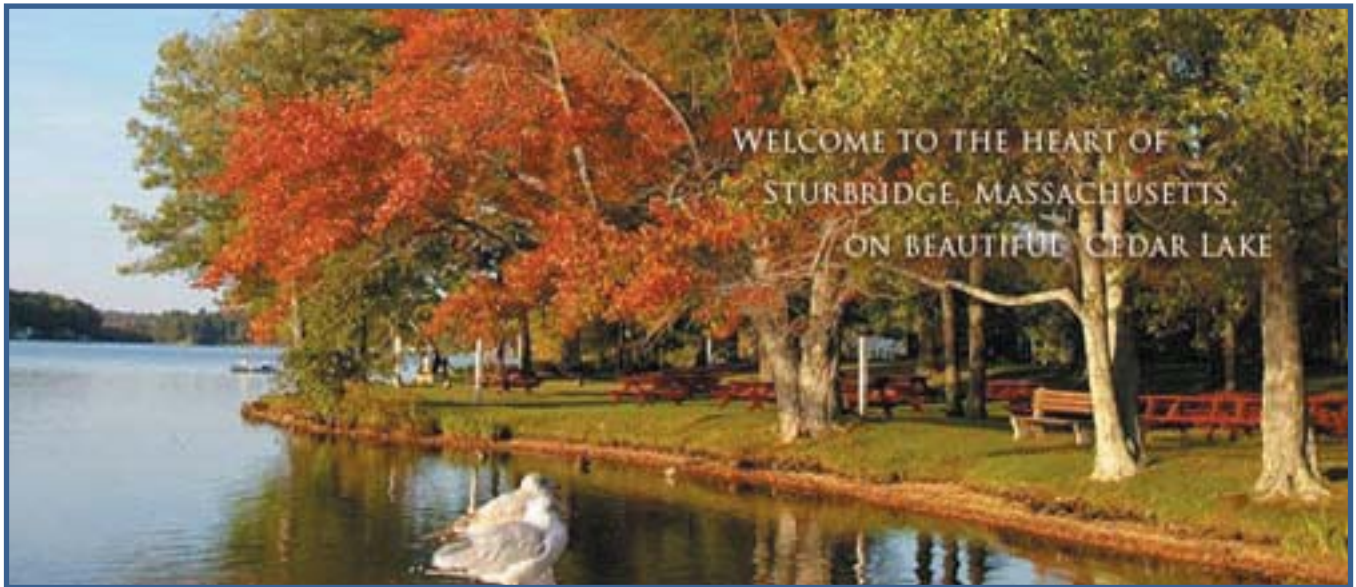
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**Timothy Noonan**  
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## Accommodations



**Sturbridge Host Hotel and Conference Center on Cedar Lake 366 Main Street  
Sturbridge , Massachusetts 01566  
Toll Free (800) 582-3232**

### Reservations

Directions for Reserving Guestrooms on Line  
Go to the hotel website: [www.sturbridgehosthotel.com](http://www.sturbridgehosthotel.com)  
On the left side, see Fast Reservations.....select GO

In the top toolbar, see GROUP CODE....select this option (pop up box, select CONFIRM)

Enter the group code **1507NECONS** in the box, select UPDATE

Enter your arrival and departure dates, select CONTINUE

The group discounted rate will populate automatically, select your room type desired from the choices available.  
If you prefer a different room type, call the hotel directly to customize your reservation. Toll Free (800) 582-3232

