



# New England Consortium of State Labor Relations Agencies

Connecticut • Maine • Massachusetts • New Hampshire • New York • Rhode Island • Vermont



## **NECSLRA Summer Conference – Friday, July 11, 2014**

Portsmouth Sheraton-Harborside Hotel - 250 Market Street, Portsmouth New Hampshire

### SCHEDULE

8:00 – 8:45 a.m.

*Registration & Continental Breakfast*

8:45 – 9:00 a.m.

Welcome/Program Introduction

9:00 – 10:15 a.m. (Plenary Session)

Affordable Care Act – Current and Future Impact on Public Sector Labor Relations/Negotiations

10:30 to 11:45 a.m. (Concurrent Workshops)

I. Labor-Management Approaches to Addressing Expanding Social Media Issues in the Workplace.

II. Union Organizing & Election Trends in New England States

III. Negotiations 101

Noon to 1:15 p.m.

*LUNCH – Hot Buffet (Included in Registration)*

1:30 to 2:45 p.m. (Concurrent Workshops)

I. Innovations in Grievance Processing to Reduce Backlogs & Expedite Resolution

II. Ethical Issues in Negotiations, Grievances, and Unfair Labor Practice Cases

III. Art & Science of Arbitration – Film by two-time Emmy Award Winner Carol M. Rosenbaum

3:00 to 4:15 p.m. (Plenary Session)

Bullying in the Workplace

**Program Detail on Next Page**

Visit [www.nh.gov/pelrb](http://www.nh.gov/pelrb) and [www.sheratonportsmouth.com](http://www.sheratonportsmouth.com) for Registration Form and Hotel Information

## **Affordable Care Act - Current and Future Impact on Public Sector Labor Relations/Negotiations**

**9:00 a.m. Plenary Session - Panel:** *Eric Cioppa, Superintendent, Maine Bureau of Insurance; Donna DeSimone Buckley, Esq., Consultant, Massachusetts Teachers Association; & Joseph P. McConnell, Esq., Morgan Brown & Joy, Boston, Massachusetts.*

ACA's present and future impact on the public sector workplace in general and on negotiations in particular. Panel will share their experiences and observations and provide insight and guidance about what the future holds and possible pitfalls and benefits yet to come.

## **Labor-Management Approaches to Addressing Expanding Social Media Issues in the Workplace**

**10:30 a.m. Concurrent Workshop - Panel:** *Shawn Keenan, Esq., General Counsel, Maine Education Assoc./NEA and Peter Lowe, Esq., Brann & Isaacson, Lewiston, Maine*

Social media is playing an ever expanding role in everyday life and in the workplace. New technology can be a help and a hindrance in the workplace. Panel will discuss bargaining about social media and the broad range of impacts it has in the workplace on privacy, discipline, productivity and how we do our jobs.

## **Union Organizing & Election Trends in New England States**

**10:30 a.m. Concurrent Workshop - Panel:** *Representatives from State Labor Boards & Agencies*

Agency representatives will discuss notable trends in areas of organizing, unit composition, and elections.

## **Negotiations 101**

**10:30 a.m. Concurrent Workshop – Panel:** *Matthew H. Upton, Esq., Drummond Woodsum, Portsmouth, New Hampshire; Richard E. Molan, Esq., Molan, Milner Krupski, PLLC, Concord, New Hampshire; and Helen Bowler, Esq., Hearing Officer, Mediator, Arbitrator, Massachusetts Dept. of Labor Relations*

Effective bargaining depends on an understanding and mastery of the fundamentals. This panel will share its collective experience by examining the negotiation process and its aftermath.

## **Innovations in Grievance Processing to Reduce Backlogs & Expedite Resolution**

**1:30 p.m. Concurrent Workshop – Panel:** *Cindy Montgomery, Chief Counsel, Maine's Office of Employee Relations; Julie Armstrong, Counsel, Maine's Office of Employee Relations; and Tim Belcher, Chief Counsel, Maine State Employees Association, SEIU Local 1989*

## **Ethical Issues in Negotiations, Grievances, and Unfair Labor Practice Cases**

**1:30 p.m. Concurrent Workshop – Panel:** *Thomas M. Closson, Esq., Jackson Lewis, Portsmouth, New Hampshire; Peter Perroni, Esq., Nolan Perroni & Harrington, LLP Manchester, New Hampshire; and Marjorie Wittner, Esq., Chair, Commonwealth Employment Relations Board, Massachusetts Department of Labor Relations*

The panel will guide you through identification and analysis of ethical issues arising in negotiations, grievances, and unfair labor practice proceedings.

## **Art & Science of Arbitration – Film by two-time Emmy Award Winner Carol M. Rosenbaum**

**1:30 p.m. Concurrent Workshop – Panel:** *Elizabeth Neumeier, Esq., Arbitrator-Mediator and Commonwealth Employment Relations Board member*

A documentary look at arbitration featuring interviews with prominent arbitrators. Post film discussion.

## **Bullying in the Workplace – Plenary Session**

**3:00 p.m. Plenary Session:** *David Yamada, Suffolk University Law Professor & New Workplace Institute Director (author of Healthy Workplace Bill)* Workplace bullying is an anathema in the workplace but for the most part is beyond the scope of existing employment laws. Professor Yamada will share and explain the need for legislative action like the Healthy Workplace Bill and will discuss other strategies compatible with the public sector workplace and existing contractual relationships.

Visit [www.nh.gov/pelrb](http://www.nh.gov/pelrb) and [www.sheratonportsmouth.com](http://www.sheratonportsmouth.com) for Registration Form and Hotel Information



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## **REGISTRATION FORM**

July 11, 2014 NECSLRA Annual Conference, Sheraton Portsmouth Harborside Hotel  
250 Market Street, Portsmouth, NH 03801 [www.sheratonportsmouth.com](http://www.sheratonportsmouth.com) (603) 431-2300  
Conference includes Continental Breakfast & Lunch • CLE approval pending: NH-NY-RI-VT-ME

Name \_\_\_\_\_  
*Prefix (Mr., Mrs., Dr., etc.)*                      *First*                      *Last*

First Name Preferred on Badge \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

Telephone (     ) \_\_\_\_\_ E-Mail \_\_\_\_\_

**Early Registration:**

\$120.00 per person, post marked by June 21, 2014.

**Late Registration:**

\$135.00 per person, post marked after June 21, 2014.

Make checks payable to: *New England Consortium of State Labor Relations Agencies*

Include Federal ID#04-0285239 (must be on the check)

Mail completed registration form/check to:

Melinda Moz-Knight, Vermont Labor Relations Board  
133 State Street, Montpelier, VT 05633-6101  
(802) 828-2700     [melinda.moz-knight@state.vt.us](mailto:melinda.moz-knight@state.vt.us)

Cancellations received in writing by June 21, 2014 will be refunded subject to \$25 administrative fee. No refund for no-shows or cancellations received after June 21, 2014. Substitutions allowed.

**Hotel Information:** Sheraton Portsmouth Harborside Hotel, 250 Market St, Portsmouth, NH

\$179.00 plus tax for Single & Double Rooms - reserve by June 14, 2014 to obtain conference rate.  
Contact Hotel directly at [www.sheratonportsmouth.com](http://www.sheratonportsmouth.com) • (603) 431-2300) & request conference rate.  
Early registration recommended to guarantee room.

Overnight Hotel Parking:                      \$15.00 self-parking or \$18.00 valet service

Davtime Hotel/Conference Parking:                      Included in conference registration fee (8:00 a.m. – 5:00 p.m.)

**NECSLRA, 133 State Street, Montpelier, VT 05633-6101**



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## **JULY 11, 2014 CONFERENCE HOTEL INFORMATION:**

### **Portsmouth, New Hampshire: Sheraton Portsmouth Harborside Hotel**

Next to working harbor & historic Portsmouth – visit [www.sheratonportsmouth.com](http://www.sheratonportsmouth.com)

**Conference room rate:** \$179.00 plus tax

For Single and Double Rooms

*Note: You must make a reservation by  
6/14/14 to obtain this rate. Reserve  
ASAP to guarantee your accommodation.*

**Deluxe King Bedded Room or  
Deluxe Double Bedded Room**

**Overnight Hotel Parking:**

\$15.00 self-parking in hotel gated parking lot  
\$18.00 for valet service

**Daytime Hotel parking for conference:**

8:00 a.m. to 5 p.m., included in conference  
registration fee

## **MAKE YOUR HOTEL ROOM RESERVATION ASAP:**

Visit Hotel website [www.sheratonportsmouth.com](http://www.sheratonportsmouth.com) for contact information. Important: reservations must be made no later than **June 14, 2014** to obtain the conference room rate (\$179.00 plus tax). Space may be limited: please reserve as soon as possible in order to guarantee your accommodation.

Full Conference Brochure/Registration Material Available in early May, 2014. Conference Registration Fee:

**Early Registration:** \$120 (by June 21, 2014). **Late Registration:** \$135 (after June 21, 2014).

Visit [www.nh.gov/pelrb](http://www.nh.gov/pelrb) and [www.sheratonportsmouth.com](http://www.sheratonportsmouth.com) for more information

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