

**2010 ANNUAL
CONFERENCE AGENDA**

8:00-8:45 A.M.—Registration

8:45-9:00 A.M.—Welcome & Introductions

9:00 -10:00 A.M.— Attorney Laura Katers
Reilly

*“Conducting Workplace Investigations, Part I:
Investigating Misconduct”*

10:00-10:30 A.M.—Case Study and Facilitated
Discussion

10:30-10:45 A.M.—Break

10:45-11:45 A.M. — Labor Advocate TBA

*“Conducting Workplace Investigations, Part II:
Investigating the Disciplinary Grievance”*

11:45-12:15 P.M.—Case Study and Facilitated
Discussion

12:15-1:00 P.M.—Buffet Lunch

1:00-3:15 P.M.— Michelle Kaminski, Michigan
State University

“Workplace Bullying”

3:15-3:30 P.M.—Closing Remarks &
Adjournment

W577 County Road 400
Bark River, MI 49807

U.P. Labor-Management Council, Inc.

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**2010
ANNUAL
CONFERENCE**

**Addressing Workplace
Misconduct: Best
Practices for Labor &
Management**

Thursday, March 4, 2010

Island Resort & Casino
Conference Center

U.S. 2 & 41, Harris, Michigan

Registration deadline is February 19, 2010

Tel: 906-466-0155

2010 Annual Conference Workshops & Presenters

Morning Seminar

Attorney Laura Katers Reilly, Management Advocate, and Labor Advocate TBA

“Conducting Workplace Investigations”

A report of employee misconduct usually gives rise to investigations by the employer and by the union. The employer investigates to determine whether discipline is needed, and if there is discipline resulting in a grievance, the union investigates to determine the best course of action. Each setting carries legal obligations for the employer and the union, and there is a right way and a wrong way to ensure the investigation is appropriately handled and legally defensible, at arbitration or in a courtroom. The presenters, a management advocate and a labor advocate, will explain the legal obligations of the employer and union in each type of workplace investigation, and present a summary of “best practices” for each. After each presentation, conference participants will have an opportunity to put these guidelines into practice by participating in a short exercise with a sample case study, with a discussion of the results facilitated by UPLMC members.

Afternoon Seminar

Michelle Kaminski, Ph.D., Associate Professor of Labor & Industrial Relations, Michigan State University

“Workplace Bullying”

Bullying doesn't just happen in the schoolyard — it happens in the workplace as well. This workshop will discuss workplace bullying: what it is, how common it is, and what unions and management can do to prevent it or stop it once it starts.

Workplace bullying can include verbal abuse, intimidating or humiliating behaviors, and even sabotage of someone's work. Although estimates vary, about one in four workers are the target of workplace bullies. The cost to workers includes increased stress and health problems. The cost to employers can include lost time and lower productivity. One estimate is that bullying costs a large U.S. employer \$1.2 million per year.

If you've been the target of bullying, this workshop will help you understand bullying and how to respond to it. For managers and union representatives, the workshop will help you understand how to respond to complaints from employees and how to create a response plan.

Registration: 2010 Annual Conference

Sign up for:	Price
<input type="checkbox"/> March 4th Annual Conference	Pre-Registration (& Pre-Paid) \$ 75.00 Feb 19th Deadline

After February 19th \$85/Registrant

“4-Unity Sponsors are entitled to 2 free admissions”

Or register online at www.uplmc.com

Registration includes materials for workshops, continental breakfast, breaks and lunch.

Name _____

Organization _____

Address _____

Phone & Fax Number _____

E-Mail Address _____

Method of Payment

- Check Enclosed
- Invoice Me

Registration Deadline: February 19, 2010
Feel free to make duplicates

A block of rooms for the night of March 3, 2010 is available at the Island Resort & Casino. Call 906-466-2941 for reservations. Ask for Group Block # 10U3JH for the UPLMC. Room rates are \$54.50 for a standard room.

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