



TEXAS LABOR-MANAGEMENT
Conference
2018



*Unleashing the Power of Working Together -
Labor & Management*

San Antonio, Texas
Wednesday, July 11 – Friday, July 13

WELCOME

FROM THE 2018 TXLM CONFERENCE CHAIR AND CO-CHAIR

Welcome to the 2018 Texas Labor-Management Conference (TXLMC). We have an exciting venue for this year's Conference, as well as a great lineup of keynote speakers and presenters, and we are sure you will find them exciting and informative.

Our Board of Directors strive to bring you the best networking opportunities, the most informative workshop programs and the most insightful keynote personalities possible. In the TXLM Conference tradition, we bring together leaders from the private, public and federal sectors, and from academia, to teach and learn — as well as a unique opportunity to know and understand each other better.

We hope you enjoy our second year back in San Antonio, TX, as San Antonio is one of the most beautiful cities in our nation, with a breathtaking River Walk and a cultural scene that is unsurpassed. We strongly encourage you to maximize your time in San Antonio, and enjoy the city as well as our program.

Thank you for attending our conference. Please do not hesitate to contact any of our board members with questions, concerns or ideas, and be sure to fill out the questionnaire at the end, as we always use your input in planning our future conferences. Have a great time, deep in the heart of Texas!



Chelsea Egmon – Chair
WGMA



Jesse San Miguel – Co-Chair
ILA Local 28





CONFERENCE CHAIR AND CO-CHAIR

CHELSEA EGMON



Chelsea Egmon has been working in labor relations for more than ten years, representing management as the Vice President of Labor Relations for the West Gulf Maritime Association. She attended college at Texas Lutheran University with a BA in Political Science – Pre Law. She then went on to receive her J.D. from the University of Texas School of Law in Austin. After working for two years for the Texas Real Estate Commission as an enforcement attorney, she moved to the .W.G.M.A. and assumed her current position. She is responsible for handling all grievances in the west gulf ports, as well as overseeing investigations of harassment and discrimination complaints, participating in collective bargaining, overseeing training and drug testing for ILA workers, and processing EEOC and NLRB complaints on behalf of the WGMA members. She is also the Chair for the ILA employee benefit plan. She currently resides in the Houston area.

JESSE P. SAN MIGUEL JR.



Jesse P. San Miguel Jr. is the son of Jesse P. San Miguel Sr. and Longina Flores. He was born in Houston, Texas on his father's birthday — October 27, 1968. He is one of nine siblings — who are also Houston natives.

Jesse attended Milby and Austin High schools, the Houston Community College and the University of Houston-Downtown. He has been happily married to Jennifer Lynn "Davis" San Miguel for 18 years. The couple has a blended family with seven children — two girls and five boys.

Jesse's military tenure began January 1, 1989 and concluded on October 16, 1996. He served in the Texas National Guard and briefly with the Texas MP's Guard Unit.

Currently, Jesse is a Reserve Deputy Constable for Harris County Precinct 2 and has been in the Law Enforcement field for 22 years.

Jesse is a full-time employee of the International Longshoremen's Association Local 28, where he represents his union brothers and sisters as a Business Agent/Treasurer. Throughout his lifetime, Jesse has worked in various capacities. The majority of his appointments have been as a manager or foreman. Through his extensive work history, he has gained first-hand experience with Labor and Management relations. Jesse strongly believes that with commitment and collaboration, management and labor can work in unison to the advantage of both sides.



TEXAS LABOR MANAGEMENT CONFERENCE 2018 BOARD OF DIRECTORS

Chelsea Egmon, Chair, West Gulf Maritime Association

Jesse San Miguel, Jr., Co-Chair, International Longshoremen's Association LU #28

Cathy Stevens, Secretary, Federal Mediation and Conciliation Service (FMCS)

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George Taylor, DynCorp International, LLC

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Rafael Torres, Texas State Association of Fire Fighters

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Honorary Board Members - Past Conference Chairs

Michael Cunningham -2017, Retired/ Texas Building & Construction Trades Council

Lisa Alonzo -2016, San Antonio Alamo Federal Executive Board

James Parker -2015, International Association of Machinists & Aerospace Workers

Robert Asbury - 2014, Consolidated Nuclear Services – Pantex Plant

Linda Bridges -2013, Texas American Federation of Teachers

Christina Bennett - 2012, Southwest Airlines

Thom McDaniel -2011, Transport Workers Union of America, AFL-CIO

Joseph 'Joe' Pyner -2010, Chevron Phillips Chemical Company

Rene Cicero -2009, International Association of Machinists & Aerospace Workers

Donald Martin - 2008, Computer Science Corporation

Ray Solis - 2007, United Steel Workers

Albert Corvino - 2006, Lockheed Martin Corporation

Larry Stettinisch - 2005, United Food & Commercial Workers

John Penny - 2004, BP America

Robert 'Bob' Martinez - 2003, International Association of Machinists & Aerospace Workers

Gary Harrison-Ducros - 2002, Shell Chemical Company

Greg Lucero - 2001, International Brotherhood of Electrical Workers LU 66



2018 TXLMC CONFERENCE PROGRAM

WEDNESDAY, JULY 11

10:00 AM – 1:00 PM	Registration
1:00	Opening Session <ul style="list-style-type: none"> • Welcome • San Antonio ISD JROTC Women's Color Guard
1:15	Opening Address: The Honorable Julián Castro, Former United States Secretary of Housing and Urban Development
1:45	Plenary session: Creating a Culture of Civility at Work Plenary speaker: Joe Bontke, Deputy Director, Outreach Manager, Houston District of the U.S. EEOC
5:30	Evening Reception

THURSDAY, JULY 12

7:30 – 8:30 AM	Registration
7:30 – 8:30 AM	Breakfast
8:30	Morning Concurrent Workshops (<i>See Workshop Schedule for details.</i>) <ul style="list-style-type: none"> • Behind the Scenes: Collective Bargaining in the Performing Arts • Calibrating the Success of Your Labor-Management Committee • Unlocking the Collective Power of Labor's Capital to Gain Market Share with A Positive Social Impact • NLRB 2018 – Trends and Developments
10:15	Morning Concurrent Workshops <ul style="list-style-type: none"> • The Good, Bad, and Ugly on Building and Retaining Partnerships • Steps to Ensuring an Efficient Arbitration Process • Sexual Harassment at Work: Best Practices for Prevention and Response • Westlake Chemical and the IAMAW: An IBB Success Story
12:15	Hall of Fame Awards Luncheon Hall of Fame Speaker: Rick Levy, President, Texas AFL-CIO
2:30	Afternoon Concurrent Workshops <ul style="list-style-type: none"> • Union Officer, Member, or Employee? Reporting Requirements for Public Disclosure • Peer Review in Public Schools: Keeping Collaboration Alive Under Fire • Collaborative Awards in Excellence (OSHA, Baldrige, ISO +++) • Building Trades – Joining Forces in the Face of Hurricane Harvey

Free evening to explore and enjoy San Antonio Riverwalk, the Alamo, and other attractions.

FRIDAY, JULY 13

7:30 – 8:30 AM	Breakfast
8:30	Plenary Session: The Arc of Dispute Resolution: Negotiation, Mediation, and Arbitration Plenary Speakers: Cathy Stevens, Danielle L. Hargrove
10:00	Check Out
10:30	Final Address: The Honorable State Senator José Menéndez
11:00	Closing Remarks and Door Prizes
11:30	Conference Concludes



TXLMC 2018 PROGRAM AND PRESENTERS | THURSDAY, JULY 12

WORKSHOP ROOM	8:30-10:00*	10:15-11:45	12:15-2:00*	2:30-4:00
Rio Grand Center	<p>Behind the Scenes: Collective Bargaining in the Performing Arts</p> <p>International Alliance of Theatrical Stage Employees #205</p> <ul style="list-style-type: none"> • Rachel Magee, President, International Alliance of Theatrical Stage Employees #205; • Nikki Combs, Business Agent, International Alliance of Theatrical Stage Employees #205 	<p>The Good, Bad and the Ugly On Building And Retaining Partnerships</p> <ul style="list-style-type: none"> • Yvonne Flores, AFSCME Local 1624, chair • Judy Cortez, President AFSCME Local 1624 • Carol Guthrie, Business Manager, AFSCME Local 1624 • Sherry Fleming, County Executive for Travis County Health and Human Services • Deborah Britton, County Executive, Travis County HHS • Nancy Goodman-Gil, HR Manager, Travis County HHS 	<p>Hall of Fame Lunch Plenary and Awards</p> <p>Speaker: Rick Levy, President, Texas AFL-CIO</p>	<p>Building Trades - Joining Forces In The Face Of Hurricane Harvey</p> <ul style="list-style-type: none"> • Leonard Aguilar, Executive Director, Texas Building and Construction Trades Council (AFL-CIO), Chair
Rio Grande West	<p>Calibrating the Success of Your Labor-Management Committee</p> <ul style="list-style-type: none"> • John Doern, Commissioner, Federal Mediation and Conciliation Service 	<p>Steps to Ensuring an Efficient Arbitration Process</p> <ul style="list-style-type: none"> • Sherry Wetsch, Arbitrator, Law Office of Sherry Wetsch, Chair • Alan Ozuna, Attorney, Law Office of Alan Ozuna • Russell Burwell, III, Attorney, Burwell Nebout Trial Lawyers 		<p>Union Officer, Member, or Employee? Reporting Requirements for Public Disclosure</p> <ul style="list-style-type: none"> • Jose R. Lopez, Investigator, Department of Labor, Office of Labor-Management Standards
Rio Grand East	<p>Unlocking the Collective Power of Labor's Capital to Gain Market Share With A Positive Social Impact</p> <ul style="list-style-type: none"> • Joe Schoonover, Bank of Labor 	<p>Sexual Harassment at Work: Best Practices for Prevention and Response</p> <ul style="list-style-type: none"> • Lynn Rubinett, Attorney/Arbitrator, Law Office Of Lynn Rubinett 		<p>Peer Review In Public Schools: Keeping Collaboration Alive Under Fire</p> <ul style="list-style-type: none"> • Toni Thompson, Assistant Superintendent, San Antonio Independent school District • Shelley Potter, President, San Antonio Alliance of Teachers and Support Personnel
Live Oak	<p>NLRB 2018 – Trends and Developments</p> <ul style="list-style-type: none"> • NLRB 	<p>Westlake Chemical and the IAMAW: An IBB Success Story</p> <ul style="list-style-type: none"> • Walter Darr, Commissioner, Federal Mediation And Conciliation Service, Chair 		<p>Collaborative Awards In Excellence (OSHA, Baldrige, ISO ++): Discussion of What Did and Did Not Work</p> <ul style="list-style-type: none"> • David Alexander, Academic Neutral, Discussion Leader



2018 PLENARY SPEAKERS

JOE BONTKE



Joe Bontke is the acting deputy director for the Houston District office of U.S. Equal Employment Opportunity Commission. Joe has been in the field of Human Resources & Civil Rights for the past 27 years and has experience in employment law and adult education. With a Bachelor's in Philosophy and a Master's in Education, he has been a Human Resources Director, a Training Coordinator for the American Disabilities Act (ADA) Technical Assistance Center for Federal Region VI, was appointed as Assistant Professor at Baylor College of Medicine and was recently commissioned an honorary Admiral in the Texas Navy. Using his entertaining style, Joe has educated groups throughout the country and most recently, his work at the EEOC has enabled him to empower employers and employees with the understanding they need to work effectively at their jobs. Joe's philosophy of education is — that 90 percent is knowing where to find the information ... when you need it.

DANIELLE L. HARGROVE



Danielle L. Hargrove is a former Air Force Staff Judge Advocate and attorney with over 26 years of legal and alternate dispute resolution (ADR) experience. She has been an active mediator since 1996 and arbitrator since 2002, focusing primarily on labor and employment law issue resolution, working in both the non-union and union sectors, and in private and public employment. She is on the roster of neutrals of the Federal Mediation and Conciliation Service, American Arbitration Association and the National Mediation Board. In her full-time ADR practice, she hears a broad variety of civil, commercial matters. She has served the public and private sectors as in-house counsel, outside counsel and as a private practitioner on both sides of the docket. In her corporate roles as senior business counsel and VP/senior corporate counsel, she had a transactional practice and managed immigration and employment matters and litigation stateside and globally across multiple and diverse companies and industries. She is a member of the Labor and Employment Relations Association – Houston Chapter and Board member of the Association of Attorney-Mediators. She graduated from the United States Air Force Academy with a B.S. in Engineering Mechanics and the University of Texas School of Law.

WILL HARTSFIELD



Will Hartsfield is a member of the National Academy of Arbitrators and has served in over 700 arbitrations. He received his undergraduate degree from Texas A&M University and his law degree from Harvard Law School.

A former Navy Judge Advocate General Officer, he began his ADR practice in 1989 in Dallas, Texas as a commercial arbitrator and mediator. He later expanded his practice to labor arbitration. He has served as a trainer for ADR for the American Arbitration Association, the Attorney-Mediators Institute, and other groups.

He serves on the arbitration panels for the Federal Mediation and Conciliation Service, the American Arbitration Association, and National Mediation Board.

He was a Certified Independent Hearing Examiner for the Texas Education Agency from 2009 to 2015 and has been an adjunct professor at the University of North Texas since 2009.



LORI LACONTA



Lori LaConta is an attorney, arbitrator, mediator, and adjunct professor of human resource management. For many years, she has served as an arbitrator on Labor Panels for the American Arbitration Association, the Federal Mediation and Conciliation Service, the National Treasury Employees' Union and U.S. Customs border Protection, and the Texas Comptroller Property Division. In addition to her work as an arbitrator, Lori has mediated hundreds of cases involving labor, employment, commercial, family law, real estate, and personal injury disputes. The Harris County Dispute Resolution Center recognized Lori as one of the Top Volunteer Mediators every year from 2007 to 2012. Lori is the Immediate Past-President of the Labor & Employment Relations Association - Houston Chapter and the Past-President of the Association for Conflict Resolution - Houston Chapter. She holds a J.D. from Southern Methodist University, a B.S. in Communications from the University of Texas at Austin, and an M.B.A. with Human Resource Management concentration from the University of Houston Clear Lake.

RICK LEVY



Rick Levy is the President of the Texas AFL-CIO. Rick started his career in Texas as a labor and civil rights lawyer in 1984 and has been fighting for working families ever since. He began working for the state federation in 1990 as Legal and Education Director, and was elected as Secretary-Treasurer in 2015. Since taking office, Rick's focus has been to work to build a bigger, broader and bolder labor movement through innovation, planning, new leadership development, and above all, organizing. Rick is a 30 year member of TSEU/CWA 6186 and is also a member of Ironworkers Local 482.

CATHY STEVENS



Cathy brings 25 years Labor/Management facilitation, mediation, consulting, and training experience to her work with the Federal Mediation and Conciliation Service. She has worked with premier health care and Fortune 100 companies including Kaiser Permanente, Chevron Chemical, Chevron Oil, and Pacific Gas & Electric. Her work with labor unions includes affiliates of SEIU, IBEW, ATU, PACE, AFSCME, IFTPE, OPEIU, and AFT, CTA, and CSEA.

In her work as an independent consultant, she facilitated contract negotiations, negotiated working agreements between unions and management so that both parties operated more effectively separately and together, and worked with labor organizations and management together to restructure processes and whole organizations for their mutual benefit.

She has developed and delivered training and workshops on Interest-based Bargaining, labor-management partnerships, mediation, communication, change management, and conflict resolution, and has been the keynote speaker at a variety of conferences.

Cathy received her master's degree from Cornell's School of Industrial and Labor Relations with concentrations in Collective Bargaining and Organizational Behavior and continues a passionate commitment to helping clients create workplaces of dignity and meaning for all employees.



2018 HALL OF FAME INDUCTEES

LISA J. ALONZO



Lisa Alonzo is the Executive Director, Alamo Federal Executive Board (AFEB), San Antonio, Texas. The AFEB is comprised of 75 federal agencies and over 100,000 federal employees. The AFEB strives to provide a clear and effective communications medium between federal agencies as well as all levels of government. The Board serves as a federal focal point for the community-at-large and provides interface with local government, corporate, and community leaders to facilitate valuable collaboration and partnerships among all agencies. Ms. Alonzo serves as an Ambassador for the federal government to the local community.

Ms. Alonzo has over 33 years of service with the federal government in various agencies to include Air Force, Army, Dept. of Defense and Defense Logistics Agency. Of those 33+ years, she has dedicated over 28 years in the Human Resources Management and Capital fields and has worked all over world to include various assignments throughout the USA, Greece, Italy, Japan and Germany. All of these assignments afforded her the opportunity to work with individuals of many nationalities and provided a broad perspective of diversity and many cultures. In her previous assignment as Branch Chief, Program Oversight at the Air Force Personnel Center (AFPC), San Antonio, TX, Ms. Alonzo provided oversight, direction and led a staff who interpreted and provided guidance on personnel policies/programs in the Staffing, Classification, and Labor/Employee Management Relations impacting over 150,000 Air Force civilians. In this capacity, she collaborated with numerous supporting agencies both in and outside the federal government. She was also one of the original founders of the AFPC Diversity Council which became a model for the Air Force. She was also responsible for implementing various internal policies to further employment of military spouses and individuals with disabilities. She is a trained mediator for AFEB and oversees a cadre of approximately 75 mediators who provide no cost Alternate Dispute Resolution to the federal agencies in San Antonio and Austin.

Ms. Alonzo has a Bachelor of Science Degree in Business Management/Leadership Studies from the University of Maryland; a Master's Degree in Human Resources/Human Relations from the University of Oklahoma; graduate of Squadron Officers' School in Residence, Maxwell AFB, AL; graduate of Advanced Personnel Officers Course in Residence, Maxwell AFB, AL; graduate of Alamo Federal Executive Board's Leadership FEB; Certified AFEB Mediator and a Certified Coach/Speaker/Trainer for the John Maxwell Team.

She has received numerous awards throughout her career but some of the major ones are: AF Meritorious Civilian Service Award; AR Achievement Medal for Civilian Service; Federal Women's Program Manager of the Year/ PACAF; numerous Notable Achievement Awards and Letters of Commendation.

Ms. Alonzo is active in the community where she serves on several boards: Texas Labor Management Board – Co-Chair (2015) and Chair (2016); Texas Labor Management Executive Policy Council; Texas Labor Management Board; Local Federal Coordinating Committee (LFCC) – Board of Directors; LFCC Chair; Board of Advisors – Centurion Military Alliance; San Antonio Community Action Committee Member; and Randolph HS Fundraiser Chair.

She is originally from Charlotte, NC which she left to go active duty in the United States Air Force and hasn't once looked back. She is the proud mom of one teenage daughter — Hailey. And in her words, she has way too many hobbies to list and indicated she will have to live to over 100 to accomplish her bucket list.



JOHN PATRICK



John Patrick is the retired President of the Texas AFL-CIO, a state labor federation that represented more than 237,000 union affiliates in Texas. They advocated for all working families in Texas. Patrick worked in the labor movement from 1972 until 2017. Prior to serving as the State Labor Federation President, he served for more than five years as Secretary-Treasurer of the Texas AFL-CIO.

Patrick's career began as a member of the International Association of Machinists at Cameron Iron Works in Houston, Texas. He became a member of the United Steelworkers in 1977, when he went to work at Reynolds Aluminum. He served as their Local Union President from 1984 until 1996.

At that time he became a Staff Representative for the USW and subsequently served in numerous capacities, including five and a half years as the District 13, Assistant to the Director. As a USW leader, he had been part of a union that expanded its membership base and continued its high level of worker advocacy even as the steel industry contracted. Patrick has assisted in a variety of successful and innovative arbitration and bargaining efforts, a role he has emphasized throughout his labor career.

Patrick was a 1994 graduate of Antioch University, where he obtained a B.A. in Labor Studies via the George Meany Center. John and his wife Linda have two sons, Cooper and Brent.





DAVE RENFRO



Dave Renfro retired in 2017 following almost 22 years as a Commissioner of Mediation with the Federal Mediation and Conciliation Service. He was stationed in Dallas, but his work included international, national and special project assignments. His primary responsibilities were to labor and management leaders throughout north Texas, southern Oklahoma and northwest Louisiana. He was then and remains a frequently requested trainer and guest speaker for organizations interested in improving relationships and resolving conflicts.

A Vietnam combat veteran, Commissioner Renfro served in the Mekong Delta as a U.S. Navy deep sea and SCUBA diver as well as river boat coxswain. Prior to joining the FMCS in 1996, Dave spent 18 years in labor-management relations. With a background in law enforcement and education, he began his labor-management career in 1980 when elected by fellow school teachers to serve as the full-time president and business manager of an inner-city school chapter of the American Federation of Teachers. He later accepted positions with the International Brotherhood of Teamsters and the International Union of Police Associations. During this same time, Dave co-developed a labor-studies curricula for Oklahoma City Community College and taught the History of the American Labor Movement course. Renfro also co-founded several non-profit organizations that advocated for family, youth and literacy education.

In 1991, Dave was elected to statewide office as Commissioner of Labor for Oklahoma serving as the Oklahoma Department of Labor's 13th chief executive officer. During his term of office, peers from across the nation and U.S. Territories elected him to serve as President of the National Association of Government Labor Officials. As the Association's national president, Dave was called upon several times to testify before Congress on labor-related legislation and regulation. He met frequently with then U.S. Labor Secretaries Lynn Martin and Robert Reich, respectively, as well as White House advisors on issues affecting working families.

In addition to his full-time position as a Federal Mediator, Commissioner Renfro served as adjunct faculty for the University of North Texas teaching graduate and undergraduate courses related to conflict resolution. Courses included: Workplace Dispute Resolution; Hostage Negotiations and Crisis Intervention; Dynamics of School Conflict; Dispute Resolution and Globalization; and Foundations of Conflict Resolution. Renfro also presented the hostage and crisis course in workshop format to several Texas law enforcement organizations, including the Texas Association of Hostage Negotiators. He also served as a volunteer intervener for the Dallas County Suicide and Crisis Center. In 2014, Dave received the DFW Federal Executive Board's "Public Service Award for Outstanding Leadership" in recognition of his work with federal sector Labor-Management Relations and Dispute Resolution. Renfro has authored numerous published articles relating to labor relations, human interest, and social satire.



TEXAS LABOR-MANAGEMENT CONFERENCE HALL OF FAME INDUCTEES 2003–2018

2018

Lisa J. Alonzo, Executive Director, Alamo Federal Executive Board

John B. Patrick, Texas AFL-CIO President (retired)

Dave Renfro, Commissioner of Mediation, Federal Mediation & Conciliation Services (retired)

2017

John Bland, International Administrative Vice President, Transport Workers Union of America

Clint Hart, Commissioner of Mediation, Federal Mediation & Conciliation Services (retired)

Michael W. Cunningham, Executive Director & Sec.-Trsr., Texas Building Trades Council (retired)

Thom McDaniel, International Vice President, Transport Workers Union of America

LG Moore, Intl. Regional Director, International Union of Operating Engineers (posthumously)

2016

Terry R. Cowan, CEO, Workers Assistance Program (retired)

John D. Harris, Commissioner of Mediation, Federal Mediation & Conciliation Services (retired)

Benny Holland, Jr., Executive Vice-President Emeritus, International Longshoremen's Association

2015

Linda Bridges, President, Texas American Federation of Teachers (posthumously)

Robert "Bob" Martinez, General Vice-President, International Association of Machinists & Aerospace Workers

2014

John Cole, President, Texas American Federation of Teachers

Steve Fischer, Commissioner of Mediation, Federal Mediation & Conciliation Services

Todd Rogers, PAE Corporation

2013

Becky Moeller, President, Texas AFL-CIO

Joe Harris, Senior Labor Counsel, Southwest Airlines

2012

Betty Height, President Emerita, USW Local Union #13-895

Jack Lambert, Lockheed Martin Aeronautics Co (retired)

2011

Keith Casey, Plant Manager, BP North America

Emmett Sheppard, President, TX AFL-CIO

2010

R. Thomas Buffenbarger, President, International Association of Machinists and Aerospace Workers

Leo W. Gerard, President, United Steel Workers

Robert Malone, BP North America (retired)

Stephen L. Williams, Houston Department of Health and Human Services

2009

Ray Soliz, USW International Union Local 13-1

John Penny, Chevron Phillips Company

John Nash, Smith County Central Labor Council

2008

Colleen C. Barrett, President and Corporate Secretary, Southwest Airlines

Jackie St. Clair, Secretary-Treasurer, Texas AFL-CIO (retired)

2007

Pat L. Lane, IAMAW District Lodge 776 (retired)

Tommy M. Lambright, BP Products North America (retired)

Jerry Sparks, United Steel Workers Local 13-423

2006

Herbert D. Kelleher, CEO, Southwest Airlines

Harry Hubbard, President, Texas AFL-CIO (retired)

2005

S. 'Hank' Brown, President, Texas AFL-CIO (retired)

2004

Romeo Garcia, ADR Program, Lackland AFB

Allen Barnes, PACE Union

William McKee, Professor/Arbitrator, University of North Texas

2003

Linda Chavez-Thompson, Executive Vice President, AFL-CIO

John R. Everman, Federal Mediation and Conciliation Service

Paul L. Clark, BP

Joe Gunn, Texas AFL-CIO

George Hooper, IAMAW

Dale Johnson, Commissioner of Mediation, Federal Mediation and Conciliation Service

Dr. Ray Marshall, Professor Emeritus and Audrey and Bernard Rappaport Centennial Chair in Economics and Public Affairs, University of Texas

Bernard Rapoport, Chairman Emeritus and Founder, American Income Life Insurance Company

John Calhoun Wells, Wells and Associates



BETTER JOBS LEAD TO BETTER LIVES

Congratulations to labor, management and the working people of Texas on partnering for the common goals of quality jobs and strong communities. You are honoring past achievements while inspiring new leaders.



The International Association of Machinists and Aerospace Workers

INTERNATIONAL PRESIDENT
Robert Martinez, Jr.

GENERAL SECRETARY-TREASURER
Dora Cervantes

Philip J. Gruber
Gary R. Allen
Sito Pantoja
Mark Blondin
James Conigliaro, Sr.
Rickey Wallace
Stan Pickthall
Brian Bryant



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congratulations

On behalf of the longshoremen represented in the Port of Houston, the **Houston ILA Dock and Marine Council** congratulates the Texas Labor-Management Conference on another successful event.

Charles Montgomery, President

John Mamou, Executive Vice President

Larry Sopchak, Vice President and Chaplin

Victor Bass, Recording Secretary

Tim Harris, Assistant Recording Secretary

Eloy Cortez, Secretary-Treasurer





Supporting the *txlmu* conference



Texas State Association of Electrical Workers

Greg Lucero, President

Jimmy Burk, Secretary-Treasurer

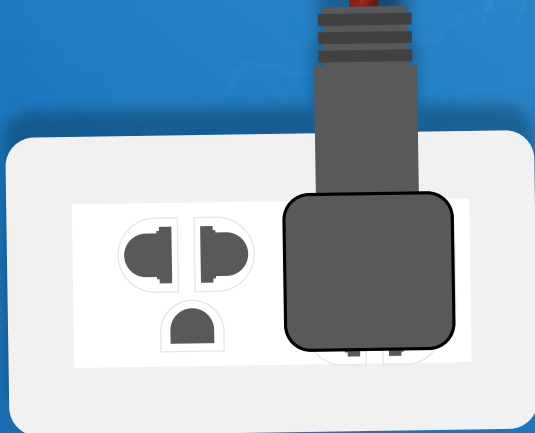
Michael Henderson, Vice President

Phyllis Goines, Vice President

Paul Garza, Vice President

James Morpew, Vice President

Mike Mosteit, Vice President





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- CEMENT MASONS LOCAL # 681
- IBEW LOCAL #20
- ELEVATOR CONSTRUCTORS LOCAL # 21
- IRONWORKERS LOCAL #263
- PLUMBERS & PIPEFITTERS LOCAL #146
- SHEET METAL WORKERS # 68
- ROOFERS & WATERPROOFERS LOCAL # 123
- SPRINKLER FITTERS LOCAL # 669

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Business Manager/Financial Secretary*

*John A. Coody
President*

*John Guyon
Business Agent*

*Mike Trahan
Business Agent*



*Todd Longron
Business Agent*

*Kenneth Waybright
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*Mark Baker
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*Hector Aguirre
Business Agent*

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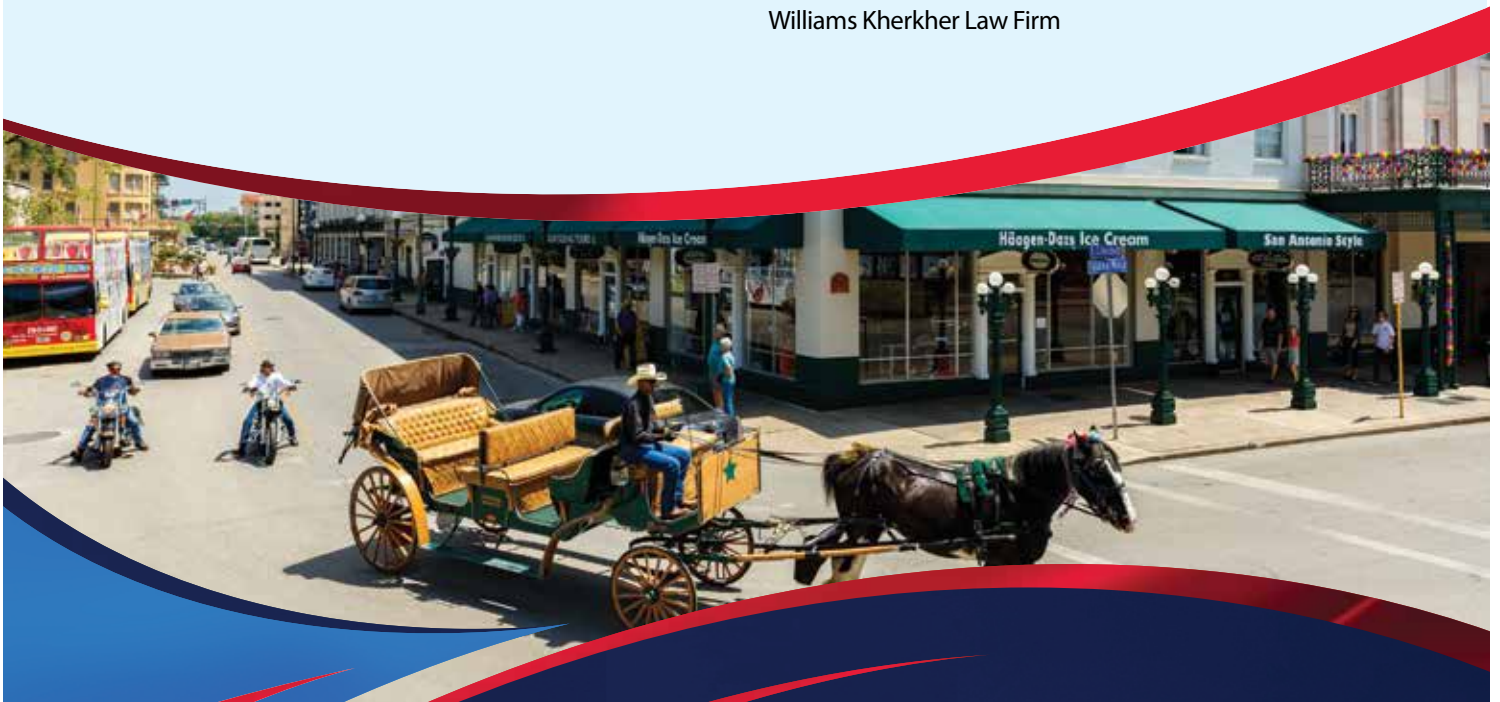
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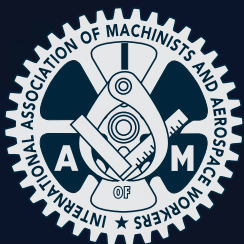
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