



TEXAS
LABOR-MANAGEMENT
CONFERENCE

2021



**Bring Your Team Together in 2021:
Reset, Refocus and Recenter**

Wednesday, June 16 – Thursday, June 17




WELCOME

Welcome to the 2021 Texas Labor-Management Conference (TXLMC)! Our Board of Directors has worked very hard to navigate the unprecedented waters of our first virtual conference. We have an incredible lineup of keynote speakers and presenters, and we are sure you will find them invigorating and informative.

Our Board of Directors strives to bring you the best networking opportunities, the most insightful keynote personalities possible, and the most informative workshop programs. It is the TXLM Conference Tradition to bring together leaders from the private and public sectors to teach and learn — as well as a unique opportunity to know and better understand each other. We want you to ask questions, be interactive and inquisitive.

Thank you for your patience and attending our conference. Without you, participants and sponsors, this conference would not be possible. We thank you for your continued dedication to support us each and every year. Your feedback is dire to our future conferences success. Please, take the time to complete the questionnaires that are distributed throughout the conference. Do not hesitate to contact any of our board members with questions, concerns or ideas. Have a great time VIRTUALLY, deep in the heart of Texas!



CONFERENCE CHAIR

JALISA SIMS



Jalisa Sims is a Contract Specialist at NASA's Johnson Space Center Houston, TX . Currently, Jalisa serves as a Contractor Industrial Relations Officer (CIRO) and a Cost/Price Analyst in the Source Selection and Analysis Office. As the CIRO, she is responsible for ensuring that industry and NASA JSC personnel understand and adhere to the statutory laws and policies that govern wages, benefits, and health and welfare of employees, such as the Service Contracting Act, Davis-Bacon Act, and Wage Determination . As a cost/price analyst, she manages all pricing-related activities, including pricing strategy, cost/price proposal instruction development and evaluations for high dollar value (\$10M+) competitive Source Evaluation Boards. Jalisa has also performed extensive contract administration functions on various high profile programs in support of human space exploration.

She earned her Bachelors of Science in both Accounting and Finance from Southern University and A&M College in Baton Rouge, LA and her Master of Business Administration at Texas Southern University in Houston, TX.



CONFERENCE CO-CHAIR AND TREASURER

STEVE SANDERS



Steven Sanders is a Houston native who matriculated through Houston ISD School. He attended James Madison Sr. High School and graduated in the spring of 2000. Upon graduation, he was accepted into Lamar University in Beaumont, TX where he double majored in Business & Management. He received his Bachelor of Arts degree in 2006.

As Mr. Sanders prepared to enter into the workforce, he desired to continue his family's tradition of working on the Houston Waterfront. Steven was proud to follow in the footsteps of the three generations of Longshoremen that proceeded him and furthered his knowledge & experience in this career. Always one to stretch his abilities, he concurrently served his country in the U.S. Army Reserve for eight years.

Steven Sanders has always been an active member of the International Longshoremen's Association, and in 2014 he was elected by his peers and colleagues to become the youngest union official of ILA Local 24. He has served as the Secretary/Treasurer for the last seven years. When Mr. Sanders is not working diligently on behalf of his union, he volunteers & serves his community by performing countless tasks for those that are less fortunate. He is Secretary of the Credit Committee for the ILA 24 Employees Federal Credit Union, A Commissioner for the City of Houston Ethics Commission, Treasurer for the Coalition of Black Trade Unionists, Houston Chapter, State Executive Board Member for the Asa Phillip Randolph Institute, and Treasurer and Co- Chairman for the Texas Labor Management Conference. He also finds great fulfillment in volunteering with his son's Boy Scout troop & being the head Coach for the Youth Basketball team at Good Hope Missionary Baptist Church.

Mr. Steven Sanders has accomplished a great deal thus far, but his journey as a labor leader& activist is far from over. His endeavors & efforts are only made possible by the support by his wife, Dominique, family, friends, coworkers, & the community overall.

TEXAS LABOR MANAGEMENT CONFERENCE 2021 BOARD OF DIRECTORS

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Paul Black, IAMAW
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Larry Chamberlain, Intl Brotherhood
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Jeff Darby, AFGE Local Local #2139

Walter Darr, Federal Mediation and
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Mary Davidson, Laborers' Intl Union
of North America LU 1095

Micah Dickens, International Longshoremen's
Association - South Atlantic & Gulf Coast
District (ILA-SAGCD)

John Doern, Federal Mediation and
Conciliation Service (FMCS)

Charlotte Dye, Federal Labor Relations
Authority

Chelsea Egmon, West Gulf Maritime
Association

Cheryl Eliano, American Federation of
Government Employees

Debi Ellison, Workers Assistance
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Lee Forbes, Texas AFL-CIO

Montserrat Garribay, Texas AFL-CIO

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Jean Hervey, Southwest Regional Joint
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of America

Ray McMurrey, Texas AFT

Sandee Morgan, MCA-SMACNA San
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Russell Nix, Nasa Site Rep./Houston Gulf
Coast Building & Construction Trades
Council

John Patrick, Retired, Texas AFL-CIO

Virginia Perez, West Gulf Maritime
Association

Dave Renfro, Federal Mediation and
Conciliation Service (FMCS)

Corey Robicheaux, International
Longshoremen's Association LU #1351

Leroy Skinner, Federal Mediation and
Conciliation Service (FMCS)

Magdalena Soto, City of Houston Health
Department

Cathy Stevens, Federal Mediation and
Conciliation Service (FMCS)

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Bill Williams, Jr., International
Longshoremen's Association LU #1351

Byron K. Williams, IAMAW District Lodge 37



HONORARY BOARD MEMBERS PAST CONFERENCE CHAIRS

Jesse San Miguel-2019, Jr., Chair
International Longshoremen's
Association LU #28

Chelsea Egmon -2018, West Gulf Maritime
Association

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 Martinez Jr. - 2003, International
Association of Machinists & Aerospace Workers

Gary Harrison-Ducros - 2002, Shell Chemical
Company

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

2021 TXLMC CONFERENCE PROGRAM

Wednesday, June 16, 2021 – Concurrent Session Descriptions

9:30 – 10:30 am Keynote Address: “Innovative Influence”

Innovation fuels this research-driven, highly entertaining session, customized to provide the influence tools you need to communicate value effectively. By session's end, leaders, business developers and team members acquire the insight and strategy to create a sustainable, disruption-proof culture. Whether you're riding a new trend or shaking off past challenges, you can create the kind of influence that not only drives change, it makes your organization attractive to customers and today's top talent...so you never stop getting better!

11:00 am – 12:00 pm Concurrent Workshop 1: Track 1 “EEOC Matters: An Update on COVID & Conflict in the Workplace”

The EEOC will provide an update on the many challenges presented by the COVID-19 Pandemic. Beginning with an overview of the EEOC's nationally recognized mediation program, the panel of EEOC experts will address hot topics at the EEOC, ranging from the 100% transition to tele-video mediations, Asian-American discrimination, and the EEOC's guidance on providing reasonable accommodations for religious or ability challenges that arise with the transition back to the office.

11:00 am – 12:00 pm Concurrent Workshop 1: Track 2 “OSHA Update”

This session will provide an OSHA update and COVID-19 Regulatory Compliance and changes under the new Administration.

1:00 – 2:00 pm Concurrent Workshop 2: Track 1 “How to Organize & Prepare for Arbitration Hearings”

This presentation is designed for both management and labor representatives. It is a basic “how-to” class designed for inexperienced arbitration advocates. It will help them organize facts, thoughts, and ideas for an arbitration hearing. The presentation is intended for those persons who have never prepared for an arbitration hearing. Experienced arbitration advocates will learn organizational tips to improve their case preparation and advocacy. Students are taught how to create a case roadmap on a single sheet that can be used for pre-hearing preparation (gathering documents, identifying witnesses, preparing opening statements), hearing preparation (witness outlines), and post-hearing (brief preparation).

1:00 – 2:00 pm Concurrent Workshop 2: Track 2 “Success and the 7 Ingredients of Collaborative Innovation”

Collaborative Innovation improves business performance by combining new structural and cultural best practices to increase creativity and innovation. It supports people working together to build something new or in a new way. During this interactive conversation, you will learn “The 7 Ingredients of Collaborative Innovation” and identify ways you can implement them in your organization.

2:30 – 3:30 pm Concurrent Workshop 3: Track 1 “Interest Based Bargaining in a Remote Environment – Yes They Did & Yes You Can”

This will be a moderated panel discussion with Westlake Chemical & the IAMAW Bargaining Team Members regarding their recent experiences Interest Based Bargaining in a Remote Environment. The workshop will provide the opportunity to hear first-hand experiences (the good, the bad and the ugly) from a group who successfully utilized Interest Based Bargaining principles in a remote bargaining environment.


2:30 – 3:30 pm Concurrent Workshop 3: Track 2
“The Missing Piece for Achieving Extraordinary Safety Performance”

In this session you will learn the basics of self-esteem psychology and how to apply them to your specific work environment. Self-esteem psychology is the foundation for creating a positive work environment and can change attitudes and behaviors for the better. This unique and proven method enables your organization to achieve extraordinary results. This process gets them to elevate their performance willingly and automatically. Learn how to communicate in a way that positively impacts people mentally and emotionally.

4:00 – 5:00 pm Concurrent Workshop 4: Track 1
“Red Light/Green Light”

This session will feature a panel of four Arbitrators, laying out hypothetical cases for participants to weigh in on, Red light, grievance denied, Green light, Grievance Awarded. Following a presentation of the hypothetical, participants will vote, Red light or Green Light, and then they will engage in a discussion of the strengths and weaknesses of the cases, and why they “voted” the way they did.

4:00 – 5:00 pm Concurrent Workshop 4: Track 2
“Federal Labor Relations Authority Overview”

Presentation will provide a general overview of the FLRA, to include guidance on how to obtain FLRA information sources, and the work of the Office of the General Counsel.

Thursday, June 17, 2021 – Concurrent Session Descriptions
9:00 – 10:00 am Concurrent Workshop 5: Track 1
“Post-Hearing Arbitration Briefs: Making Your Last Word Count!”

For advocates, an arbitration hearing consists of two important phases: the hearing and the post-hearing brief. The post-hearing brief is the advocates’ last and best opportunity to persuade the Arbitrator. A panel of experienced Arbitrators will discuss and give their perspectives on post-hearing briefs. This moderated panel of Arbitrators will share their thoughts on what they look for in post-hearing briefs; what arguments and writing styles work—and what doesn’t work. Participants will also have the opportunity to ask the panel questions about post-hearing briefs.

9:00 – 10:00 am Concurrent Workshop 5: Track 2
“LGBTQ Inclusion in Our Workplaces and Unions”

Making LGBTQ people feel included in our workplaces and unions is a vital to keeping them feeling happy and respected. We will explore the basic terminology you need to know for respectful engagement with LGBTQ working people. We will also discuss common issues LGBTQ people face in our workplaces and unions and how to address them.

10:30 – 11:30 am Concurrent Workshop 6: Track 1
“An Economy that Works for All: A Conversation about Systemic Racism”

The racial wealth gap grows larger each year despite advances in legislation, job access, and educational equity. Why is that? This workshop will examine the historical roots of how the economy intersects with racism to create conditions that leave large portions of working people without economic prosperity. organize the Manhattan Shirt Factory. She eventually became Education Director for the newly merged

**10:30 – 11:30 am Concurrent Workshop 6: Track 2****“Whistleblower Laws: Is it the Most Important Federal Government Program?”**

OSHA’s Whistleblower Protection Program is, unquestionably, the most important federal government program. Skeptical? You need to attend this session to find out how such a small program is preventing an apocalypse in the U.S. OSHA’s Whistleblower Protection Program enforces the whistleblower provisions of 25 whistleblower statutes protecting employees from retaliation for reporting violations of various workplace safety and health, airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, health insurance reform, motor vehicle safety, nuclear, pipeline, public transportation agency, railroad, maritime, securities, tax, antitrust, and anti-money laundering laws and for engaging in other related protected activities.

12:30 – 1:30 pm Concurrent Workshop 6: Track 1**“The NLRB-Basics and What’s Hot Now”**

Regional Director Watson will provide an overview of the NLRB, including jurisdiction, NLRB investigations, and trials. RD Watson will also discuss the NLRB’s new representation case rules, developments related to the COVID-19 pandemic, protected concerted activity, and many recent developments from the past year.

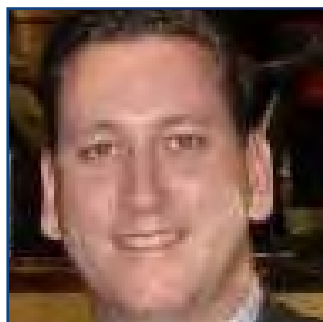
12:30 – 1:30 pm Concurrent Workshop 6: Track 2**“Challenges and Opportunities of Climate Change for Our Jobs”**

Climate Change is real. This workshop will explore what that means for our jobs as well as the jobs of the future, and what we can do to answer the challenge of saving our planet, growing companies and creating good family supporting, union jobs.



2021 PLENARY SPEAKERS

WALTER DARR



Walter Darr brings over 32 years of labor relations experience, having worked as an Advocate and Mediator for much of that time. Throughout his career, Darr has held responsibility for negotiating, administering and mediating many collective bargaining agreements, including serving as bargaining team Chairman and Chief Spokesperson.

Prior to joining the FMCS, Walter served as a Mediator with the National Mediation Board, an independent U.S. Federal-government agency that facilitates labor-management relations within the nation's railroad and airline industries. In his role, Walter provided dispute-resolution processes to assist parties in avoiding interruption to commerce or to the operation of any carrier; providing for the prompt and orderly settlement of all disputes concerning rates of pay, rules, or working conditions; and providing for the prompt and orderly settlement of all disputes growing out of grievances related to the implementation and management of collective bargaining agreements.

Walter also served as an Instructor in the National Mediation Board's development and delivery of Dispute Resolution courses as part of Dominican University's Masters of Conflict Resolution program.

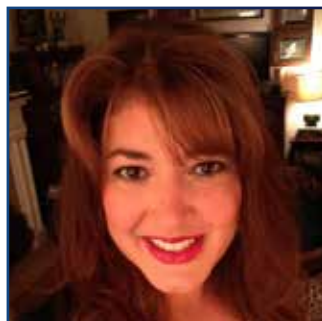
ROY FLORES



Roy Flores is a Leading-edge Speaker, Trainer, and Consultant in Safety and Leadership Development. He has spoken at Conferences, Conventions, and Corporate Retreats throughout the U.S. and Internationally as well. A few of his clients include Chevron, Intel, DuPont, Shell, Kellogg Brown & Root, Bechtel, Department of Energy, and the U.S. Army Corps of Engineers.

He has a degree in Psychology from the University of Houston and a Masters in Neuro-Linguistic Programming (NLP). He is a former Captain and Jet Pilot in the U.S. Marine Corps. After the Marine Corps he was a top stockbroker with Merrill Lynch and Lehman Brothers. He was born and raised in Houston, TX where he currently resides. He is married and has 4 children.

ANGIE MCKEE



Angie McKee has been an arbitrator since 2012 and is still recovering from her previous career as an attorney. She has arbitrated cases in the federal sector, private sector and for the USPS. She is on rosters for FMCS, AAA and NMB. Angie also serves as a Hearing Officer for the Texas Workforce Commission and is on the Consumer Arbitration panel for AAA.



BILL MCKEE



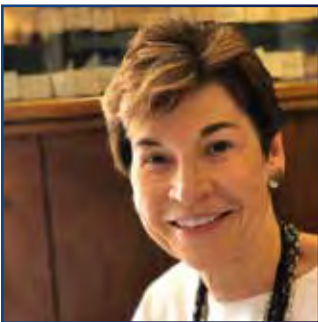
Bill McKee is an arbitrator and Professor Emeritus of Applied Economics at the University of North Texas. He recently completed his second term on the National Academy of Arbitrators' Board of Directors and his second year as Vice-President. At the invitation of the NAA President, he served on the NAA's Executive Committee from June 2019 to May 2020.

After finishing graduate studies in economics, McKee received a post-doctoral appointment at the Brookings Institution in Washington, D.C., for 1977-78. In 1978 he joined the faculty at the University of North Texas. He is a founding member of the Texas Labor-Management Conference and the Texas Mediator Credentialing Association. Before his retirement from UNT, he served as Professor of Applied Economics, Executive Assistant to the Chancellor, Academic Integrity Officer, Faculty Athletic Representative to the NCAA, and chair of his department. He founded the Masters Program in Labor and Industrial Relations, Interdisciplinary Minor in Alternative Dispute Resolution, Denton County Dispute Resolution System, and the Academic Integrity Office, which he served as the first Academic Integrity Officer.

A labor and employment arbitrator on panels of the AAA, FMCS, and U.S. Olympics, he has arbitrated/mediated disputes in virtually all industries and sectors of the US economy on a wide range of issues. His arbitration experience includes many law enforcement cases and several complex cases in the airlines industry, including contract amendment, interest, scheduling, and subcontracting disputes. McKee also arbitrated a large, complex international construction dispute for the AAA International Centre for Dispute Resolution as the single arbitrator. He has been appointed as a panel arbitrator by several employers and unions.

He was selected as the Faculty Athletic Representative of the Year by the All-American Football Foundation in 2003 and was elected to the Texas Labor Management Conference Hall of Fame in 2004.

MARETTA TOEDT



Marett Toedt has been arbitrating and mediating for over 25 years. She is a member of the National Academy of Arbitrators (NAA), has served on the Academy's Board of Governors, and was recently elected as an Academy Vice President. She was Chair of the NAA's Southwest / Rockies Region from 2011-2013. She has served as the co-secretary/treasurer for the Houston Chapter of the Labor and Employment Relations Association (LERA) and two terms as past chapter president.

Prior to her career in dispute resolution, Marett practiced labor and employment law at Vinson & Elkins and at Tenneco and Gulf Oil Corporation. Marett is also Board Certified by the Texas Board of Legal Specialization in labor and employment law.



GARRISON WYNN



Garrison Wynn: With talents that established him as a Fortune 500 leader and professional stand-up comedian, Garrison Wynn, CSP, fuses comic timing and research to deliver motivational business expertise. For 20 years, he has given keynote presentations to clients (such as American Express, Wells Fargo, Oracle and NASA) at corporate and association events.

He is the author of the Amazon bestseller *The Real Truth about Success*, the Amazon #1 bestseller *The Cowbell Principle*, has been a weekly contributor to the *Washington Post* and featured in *Forbes* and *Inc. Magazines*. In his teens he debuted the world's first video gaming system (*Odyssey*) with baseball legend Hank Aaron and as a young man spent 6 years touring comedy clubs with the top names in the business.

He went on to become the youngest department head in a Fortune 500 company's history where he researched and designed processes for 38 company locations nationwide and developed & marketed products still being sold in 30 countries.

JENNIFER ORTIZ PRATHER



Jennifer Ortiz Prather is a Supervisory Attorney for the U.S. Equal Employment Opportunity Commission (EEOC). She manages the ADR & Mediation Services Program for the EEOC's Houston District Office, which includes the New Orleans Field Office. As the regional program manager for East Texas and Louisiana, she leads a team of mediators that obtain an average of over \$10 million in monetary settlement benefits and an average of over 400 resolutions per year for the last ten years.

In addition to serving as Federal Mediator and program manager, she is dedicated to outreach, education, and training services with an emphasis on workplace conflict and organizational conflict management.

Prior to joining the EEOC in 2010, Ms. Prather, lived and worked in Washington, DC, for eleven years. She began her Federal career at the U.S. Department of Labor as Presidential Management Fellow in the Civil Rights Center, followed by nine years with the U.S. Federal Mediation & Conciliation Service (FMCS) as a Commissioner of Mediation in the Office of International & Dispute Resolution Services in Washington, DC.



MARK R. BRIGGS



Mark R. Briggs, CSP, Area Director, Houston South Area Office, OSHA. Mr. Briggs graduated in the spring of 1991 from New Mexico State University with a Bachelor of Science in Industrial Engineering and then came to work for the Occupational Safety and Health Administration as a full-time employee in the Fort Worth, Texas Area Office. He had been an intern with that office since 1989. In 1992, Mr. Briggs was requested to be part of a large-scale incident investigation into the Arcadian Chemical plant explosion. This is where he learned about process safety and over the next several years, he became one of OSHA's leading investigators in the realm of Process Safety Management (PSM), investigating numerous accidents in and out of Texas as part of OSHA's Houston based PSM team.

In 2001, Mr. Briggs moved into the realm of Compliance Assistance where he worked with companies through education and the Voluntary Protection Program (VPP) to enhance their safety and health programs. It was during this time (2006) that he received his Certified Safety Professional (CSP) designation. In December of 2007, Mr. Briggs was promoted to Area Director where he manages three teams of compliance officers including the PSM team.

MOIRA LETHBRIDGE, M. ED



Moira Lethbridge, M.Ed., executive coach, author, speaker, adjunct faculty, is the principal and owner of Lethbridge & Associates. She draws on twenty-five years of organizational experience and success to help individuals and companies increase their productivity and improve their performance. She works with business owners, executives, and individuals to help them grow their business, do more of what they enjoy, and balance health, well-being, and productivity.

Previously, she was president and CEO of a professional services firm; she grew the company from 5 to 200 employees, increased revenue from \$3 million to \$35 million, and was named one of SmartCEO magazine's "Smart 100" in the Washington, DC, area for three years running.

She is certified to administer leadership assessment tools including The Leadership Circle Profile (TLC), the Myers-Briggs Type Indicator (MBTI), and the Herrmann Brain Dominance Instrument (HBDI) and FLOW Certified Business Coach Certificate. Her services include business and executive coaching, strategic planning, mindfulness, and leadership and personal development.

EDWARD VALVERDE

Edward Valverde has been involved in the labor-management field since 1977 when he began his career as a Field Attorney for the National Labor Relations Board's field office - Region 16 (Fort Worth, TX). Post-retirement, he began a labor arbitration practice in 2008. That same year he joined FMCS's labor panel and the following year joined AAA's labor panel.

He has received appointments to USPS/union panels, SSA panels, APA and APFA panels, police and fire panels and has conducted hearings involving public (federal, state and local governments) and private sector employers and unions throughout the country. In 2020

Edward was accepted as a member of the National Academy of Arbitrators (NAA). Since 1986 he has also served as a Municipal Court Judge Associate for the City of Fort Worth and as an Independent Hearing Examiner (IHE) for the Texas Education Agency (TEA) since 2012.

MICHAEL QUINTANALLA

Michael Quintanalla is the FLRA Regional Attorney for the Denver Region since January 2019. Prior to his current position Quintanalla has been the FLRA Regional Attorney for the Dallas Region from January 2017 to October 2018 and the Staff Attorney for Dallas Region from June 2002 to January 2017. He received his Juris Doctorate from the University of Houston Law Center in 2001.

KATE SHAUGHNESSY

Kate Shaughnessy currently serves as the AFL-CIO's Leadership Development Coordinator, where she designs and implements training programs for State Federations, Central Labor Councils, and unions. She also staffs the AFL-CIO affiliate Education Director's table, convening affiliate training and education directors regularly.

Kate's labor career started when she was recruited by the Organizing Institute, after which she spent ten years as an organizer of hotel workers. In 2000, she led a multi-city, multi-language strike of mostly immigrant workers, who ultimately won their contract and were a stronger union because of the strike.

Because of that work, Kate shifted her focus to immigration work, mobilizing for the Immigrant Workers' Freedom Ride in 2003, and as Field Director for the Coalition for Comprehensive Immigration Reform until 2008. She then helped lead education efforts at CWA headquarters before joining the AFL-CIO in 2013. Kate is a proud mother of two teens and a dog.

CLAYOLA BROWN



Clayola Brown began serving as National President of the A. Philip Randolph Institute, located in Washington, D.C., in August 2004-- the first female to serve in that role. In addition, she was recently appointed as Civil Rights Director, AFL-CIO.

Ms. Brown's lifelong commitment to labor activism began in her hometown of Charleston, South Carolina, where she—alongside her activist mother—campaigns to organize the Manhattan Shirt Factory. She eventually became Education Director for the newly merged Amalgamated Clothing and Textile Workers Union; was appointed Civil Rights Director and served as Manager for the Laundry Division affiliate for more than 13 years.

In 1991, she was elected International Vice President and continues to serve in that capacity. Clayola is also the Civil Rights Director under the repositioned union Workers United, an SEIU affiliate. She has served as a member of the General Executive Board of Workers United since its formation in March 2009. In 1995, she was elected to the AFL-CIO Executive Council, where she served for 10 years.

Ms. Brown was appointed to the National Commission on Employment Policy by President Bill Clinton for 2 terms, and appointed a member of the New York State Workforce Investment Board by Governor George Pataki. At the invitation of President Barack Obama under former Labor Secretary Hilda Solis, Ms. Brown served as a representative member on the Labor Advisory Committee for Trade Negotiations and Trade Policy; and continued that role under Labor Secretary Tom Perez.

MICHAEL MABEE



Michael Mabee is the Assistant Regional Administrator – Whistleblower Protection Program, for the U.S. Department of Labor's Occupational Safety and Health Administration in Region 6 – the southwestern states (an incredibly impressive title). He has been investigating whistleblower complaints with DOL since 1999.

He presently supervises Supervisory Investigators and Investigators in a program that has jurisdiction over 25 federal whistleblower statutes. Prior to coming to DOL, he has worked as both a police officer and a paramedic. Michael received his B.A. in English from Southern Connecticut State University in 1994 and is a graduate of the United States Army Sergeants Major Academy, Fort Bliss, Texas.

Michael is a veteran of both Persian Gulf wars, serving as a Platoon Sergeant in Operations Desert Shield, Desert Storm, and Provide Comfort. In his most recent deployment, Michael served as a brigade level Command Sergeant Major with the U.S. Army in Iraq. Michael was decorated by both the U.S. Army and the federal government for his actions on 9/11/2001 at the World Trade Center in New York City. (Yes, quite like Forrest Gump, he is generally at the right place at the wrong time.) Michael is a frequent speaker in the on whistleblower investigations, emergency preparedness and is a national trainer for the Department of Labor whistleblower investigators.



RICK LEVY



Rick Levy is the President of the Texas AFL-CIO, a position he was elected to in 2017. Previously, he held the position of secretary-treasurer from 2015-2017. Levy began working for the state federation in 1990, first as Legal Director and subsequently as General Counsel. In that capacity, Rick has represented the State Federation in a broad variety of matters, including numerous legislative and political campaigns to protect and advance the rights of workers in Texas. As President, Rick is focused on helping to build a broader, bolder and more inclusive labor movement, emphasizing and elevating the principle of solidarity to be at the core of the effort. Levy has been a member of TSEU/CWA 6186 since 1986 and is also a member of Ironworkers Local 482.

TIMOTHY L. WATSON



Timothy L. Watson is the Regional Director for the National Labor Relations Board, Region 16 in Fort Worth, Texas. Mr. Watson graduated from the University of Oklahoma with a Bachelor of Arts in Political Science in 1985. He received his Juris Doctorate degree from the University of Oklahoma College of Law in 1988.

Mr. Watson has been employed by the National Labor Relations Board, Region 16 in Fort Worth since 1988. He worked as a trial attorney with the NLRB for 11 years and served as the Deputy Regional Attorney for Region 16 for seven years. In July 2006, he was appointed the Regional Attorney for Region 16. In his capacity as Regional Attorney, Mr. Watson served as Region 16's chief legal counsel. In June 2017, Mr. Watson was appointed Regional Director in Region 16. In this position, Mr. Watson is responsible for the processing of unfair labor practice charges and representation petitions and the prosecution of violations of the National Labor Relations Act throughout the State of Texas. Mr. Watson is an adjunct professor at Southern Methodist University Dedman School of Law, where he teaches Advanced Labor Law and Selected Topics in Labor Law.

MARINA GUERRA



Marina Guerra is an Outreach and Education Coordinator with the EEOC-Houston District office. Originally from Corpus Christi, Texas, she attended Texas A&M- Corpus Christi and graduated with honors receiving a Bachelor of Science in Criminal Justice. In 1999, Marina moved to Houston and was hired with the EEOC through a Scholastic Achievement program. She worked as an Investigator from 1999 through 2012, when she was asked to work a detail as the Acting Intake Supervisor. After a second detail, Marina was promoted to a supervisory position in 2014, and held the position until 2020.

In 2020, she was promoted to her current position. Marina is very passionate about the work she does and is especially honored to carry out the Mission of the EEOC daily. In addition to her duties of Outreach and Education Coordinator, Marina also serves as the Houston District Office's representative for Diversity and Inclusion and facilitates the special emphasis program celebrations and morale events for the Houston District Office.

JERAME DAVIS



Jerame Davis is the executive director of Pride at Work, the nation's only organization that focuses on LGBTQ working people in unions. Davis got started in activism more than 20 years ago when he and two other men were fired from their jobs in a small southern Indiana city because they were gay.

A rather new organization, Pride at Work, helped Davis and his coworkers fight back and win a settlement from the company in a state where there is still no law protecting LGBTQ working people from discrimination.

Davis' work from his lifetime in activism has been archived by the Smithsonian Museum of American History, including items currently on display. He lives in the Woodley Park neighborhood of Washington, DC with his husband, Bill.

STEPHANIE COLLIER



Stephanie Collier is a Commissioner assigned to the Dallas/Fort Worth field office of the Federal Mediation and Conciliation Service (FMCS). In this capacity, she assists parties in the private, public and federal sectors in contract negotiations, in grievance mediation and in resolving workplace disputes. She is available to train labor and management advocates in collective bargaining, contract administration and grievance processing, steward/supervisor relationships, labor management committee structure and process, problem solving, communication and decision making.

Prior to joining FMCS, Stephanie worked as a Staff Representative for Communication Workers of America in Austin, TX. In that capacity she was responsible for negotiating collective bargaining agreements, handling grievances and arbitrations, co-chairing labor management committees and providing training at the local and regional levels. She also was an active member of Coalition of Labor Union Women, Coalition of Black Trade Unionists, A. Phillip Randolph Institute, NAACP, and National Council of Negro Women.

She holds a Bachelor's Degree in English Literature from the University of Texas at San Antonio.

DIEGO J. PENA



Diego J. Pena currently serves as a Labor Arbitrator on the FMCS and AAA panels. Between 1983 and 2019, Mr. Pena personally tried more than 85 labor arbitrations, 50 trials in state and federal courts, and appeared in more than 20 cases in appellate courts. He also managed outside counsel on hundreds of contested arbitrations, mediations, hearings and trials. He taught labor relations as an adjunct professor. He has been a guest lecturer at Texas A&M School of Law and the Creighton University Law School.



2021 HALL OF FAME INDUCTEES

CLAUDE CUMMINGS



Claude Cummings, who has served as an at-large member of the Executive Board of the Communications Workers of America since 2007, was elected Vice President of CWA District 6 in July 2011 and was re-elected in July 2015 representing workers in Arkansas, Kansas, Missouri, Oklahoma and Texas. Since then, Claude has also been appointed to lead the Human Rights department for the National CWA. In addition, Vice President Cummings has been elected as 2nd Vice President of the Houston NAACP, while also serving as an At Large member of the CBTU and APRI Executive Boards. Prior to his election to District 6 Vice President, he was President of CWA Local 6222 representing more than 4,000 members. He was first elected President of the Local in 1999; previously serving as Vice President and held other leadership positions in the local. A leading voice in local and state politics, Cummings worked for passage of a state law to enable AT&T to provide video services to customers. He also served as a delegate to past Democratic National Conventions. He is a longtime community activist, supporting and directing civil rights efforts in the region, United Way contribution drives, community religious events, and other community and civic campaigns.

A leader in the Fifth Ward Missionary Baptist Church, Cummings is Chairman of the Deacon Board and a member of the Choir, Brotherhood and Male Chorus. Cummings joined Southwestern Bell Telephone Company in 1973 (now AT&T) and had worked as a Frame Attendant and Communications Technician, maintaining systems for NASA, among other corporate customers. He is married to Ruth Cummings; they have three children: Kenyetta, Katrina, Claude III, and eight grandchildren: Laura, Ale`ycia, Yuri, Deiondre, Brianna, Jillian, Claire, and Laila along with one great- grandchild, Shai.



RICK LEVY



Rick Levy is the President of the Texas AFL-CIO, a position he was elected to in 2017. Previously, he held the position of secretary-treasurer from 2015-2017. Levy began working for the state federation in 1990, first as Legal Director and subsequently as General Counsel. In that capacity, Rick has represented the State Federation in a broad variety of matters, including numerous legislative and political campaigns to protect and advance the rights of workers in Texas. As President, Rick is focused on helping to build a broader, bolder and more inclusive labor movement, emphasizing and elevating the principle of solidarity to be at the core of the effort. Levy has been a member of TSEU/CWA 6186 since 1986 and is also a member of Ironworkers Local 482.

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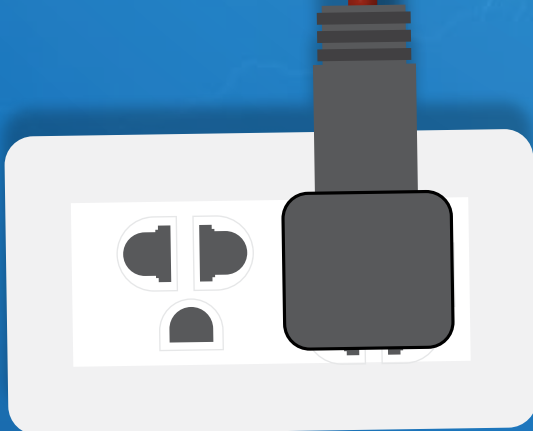
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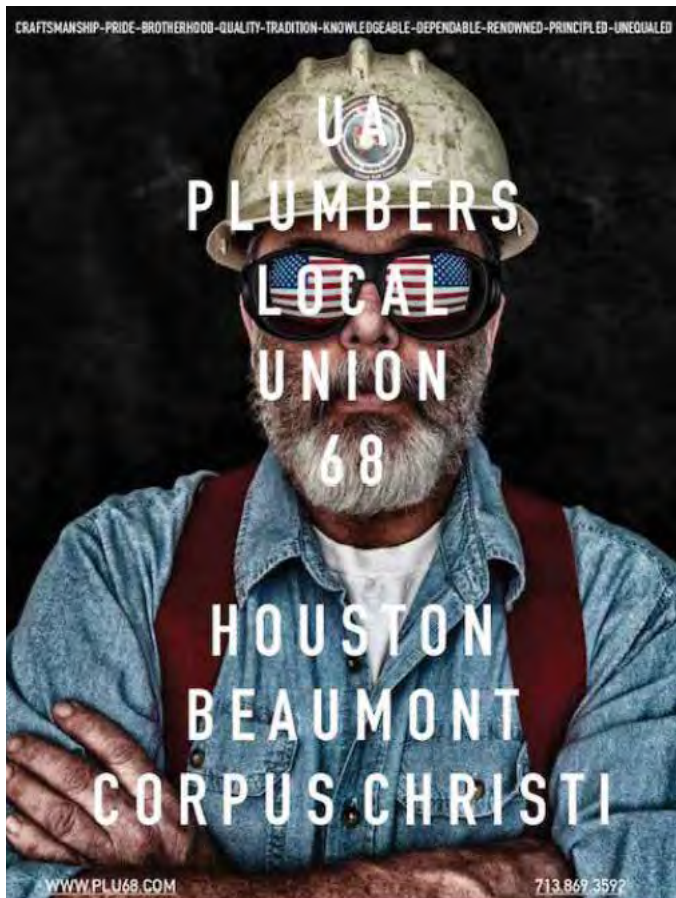
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A graphic featuring several overlapping speech bubbles in shades of blue and red. Inside some of the bubbles are silhouettes of people, likely workers, standing in a line.

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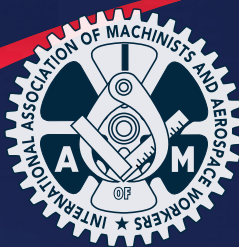
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