



TEXAS LABOR-MANAGEMENT CONFERENCE --- 2023



Collective Bargaining Across Texas
LOOKING BACK, LOOKING FORWARD (1998-2023)

Wednesday, June 21 – Friday, June 23

WELCOME

Welcome to the 2023 Texas Labor-Management Conference (TXLMC). We are excited to celebrate 25 years together and reflect on our long-standing partnerships for progress. Our theme this year is “Collective Bargaining across Texas – Looking Back, Looking Forward (1998-2023)”. We have an incredible lineup of speakers and presenters, and we are sure that you will find them invigorating. Our board of directors have worked very hard to shape the conference and we are thrilled to have you here.

We strive 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.

We hope that you enjoy San Antonio, Texas! This a beautiful city, rich in history and culinary options, with a breathtaking River Walk, and a cultural scene that is unsurpassed. We strongly encourage you to maximize your time here and enjoy the city as well as our conference. Make a new memory and experience a new adventure!

Thank you for 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 also dire to our future conferences’ success. Please, take the time to complete the surveys 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, deep in the heart of Texas!



A BRIEF HISTORY OF THE CONFERENCE

The **Federal Mediation and Conciliation Service (FMCS)** began sponsoring federal sector conferences for labor and management leaders within Texas as early as the mid to late 1980s. The objective was to encourage more collaborative and cooperative relationships between the two as they confronted issues of mutual concern. In the 1990s, the FMCS also began sponsoring similar L-M conferences at the statewide and regional levels throughout the U.S.

At approximately the same time as FMCS was sponsoring forums for representative leaders from labor and management, the **University of North Texas (UNT)** was also experiencing success in sponsoring similar conferences in conjunction with their academic industrial relations program. FMCS and UNT representatives participated as speakers and workshop presenters in each of their respectively sponsored conferences.

In 1998, FMCS and UNT joined forces to co-sponsor the first private sector conference for organizational leaders from L-M relations and collective bargaining communities across Texas. This 1998 conference was held in Dallas and was attended by more than 100 labor and management participants, as well as several dispute resolution neutrals. Then in 1999, at our second annual L-M conference, almost 200 participants registered and attended. Following the success of the 1999 event, Conference planning committee members agreed to relocate the conference to San Antonio in hopes of attracting even greater participation. In year 2000, with participants from the federal and public sectors as well, Conference attendance reached more than 200 labor-management leaders along with multiple dispute resolution neutrals from across Texas for this 3-day event.

In 2001, participation again modestly grew, thanks in large part to financial aid from private sponsors. In 2002, the *Alamo Federal Executive Board* joined the Board of Directors, serving as Executive Administrator and Treasurer. Conference planning increased from approximately 10 people in 1998 to over 30 active members of a chartered Board of Directors by 2018. Board membership includes private sector, public sector, and federal sector leaders from labor and management, as well as neutrals and academics from mediation and arbitration.

Beginning in 2003, upon joint recommendations from FMCS and UNT, the Board of Directors decided to enact a charter and by-laws. The Charter directs each succeeding annual conference to be chaired and co-chaired respectively by representatives from labor and management, with positions rotating each year. Over succeeding years, the TXLM Conference became a premiere networking and education event for leaders from labor and management, even attracting attendees from other states as well. Today, the TXLM Conference serves as a showcase forum within FMCS attracting nationally recognized speakers and presenters from the ranks of government, the U.S. military, international business interests, international union movement, think tanks, higher education, and innovative trend-setters within the greater L-M community.



CONFERENCE CHAIR

VIRGINIA PEREZ



Virginia Perez is the Training Manager for the West Gulf Maritime Association, a Texas nonprofit corporation, which was organized in early 1968 to succeed the former local maritime associations in Houston, Galveston and Brownsville, Texas and to embrace within the membership of one Association the steamship owners, operators, agents along with stevedoring and/or terminal companies located in all Texas ports and the Port of Lake Charles, Louisiana. Virginia began working for the West Gulf Maritime Association in May of 2017 as the Training Coordinator and was promoted to Training Manager in 2019.

Since joining West Gulf Maritime Association Virginia has overseen the training program for the longshore workers for the entire west gulf region. This includes coordinating training classes, insuring compliance with OSHA standards and record keeping, and overseeing the drug & alcohol, and physicals program, to ensure a safe and productive working environment on the waterfront. Virginia also serves as the chair of the Joint Safety Committee.

Before joining West Gulf Maritime Association, Virginia was an Export/Import Agent with Bollore Logistics and Geodis Wilson USA.

Causes Virginia cares about are children, civil and human rights, and the environment. She has been married to her husband Gabriel for 10 years and has one child, Marcus, age 20, and lives in Humble, Texas.

CONFERENCE CO-CHAIR

COREY ROBICHEAUX



Thomas “Corey” Robicheaux currently holds the position of Business Agent at the International Longshoremen’s Association – Local 1351: Steamship Clerks and Checkers. In this role, he assumes responsibility for various daily business operations within the union, including employment dispatching, benefit and human resource guidance, financial transaction management, and conflict resolution. Additionally, Corey serves as a liaison between the union and local management within the Port of Houston and surrounding areas.

Corey is a native Houstonian. He grew up in the northeast part of the city and completed his high school education at an early college program, simultaneously earning an Associate of Science degree from Houston Community College. Corey went on to graduate from the University of Houston in 2014, earning a Bachelor of Science degree in Hospitality Management with a minor in Sales and Marketing. In 2019, he furthered his education by completing a Master of Business Administration degree from Texas A&M University – Corpus Christi.

Corey worked within the hospitality industry for several years before transitioning to a role as an intermodal coordinator with a container line early in his career. Upon joining the ILA, he assumed leadership positions in both the clerk and longshore arenas, managing diverse cargos such as breakbulk, RORO, automobiles, and containerized goods. Within ILA 1351, Corey has served as a member of the Audit Committee, Executive Board, and Bylaw Committee. Additionally, he has acted as a delegate to the Houston Dock and Marine Council, the South Atlantic and Gulf Coast District ILA Convention, and the Texas Gulf Coast Area AFL-CIO. Corey remains involved in the maritime industry beyond his work obligations, participating in the annual Maritime and Logistics Youth Expo to expand his impact to future leaders.

In 2019, Corey joined the board of directors for the Texas Labor Management Conference. He contributed to the conference as an active member of the printed program committee. He also assisted in navigating the conference through the challenges posed by the Covid-19 pandemic and transitioning to and from a virtual format. At the conclusion of the 2022 conference, Corey was nominated to serve as conference Co-Chair for 2023, representing the labor sector. He aims to maintain the conference’s legacy while enhancing it with fresh perspectives.

During his leisure time, Corey indulges in his passion for travel, whether embarking on international adventures or on RV road trips. He actively volunteers his time mentoring at-risk and inner-city youth. His hands are also kept full by his two loving rescue canines: Kibi and Kodi. Corey aspires to lead a lifetime of purposeful service to his family, community, industry, and beyond!



2023 BOARD OF DIRECTORS

Virginia Perez, Chair
West Gulf Maritime Association

T. Corey Robicheaux, Co-Chair
International Longshoremen's Association (ILA) Local 1351

Chris Blanton, Secretary
AFSCME 1624

Steve Sanders, Treasurer
International Longshoremen's Association (ILA) Local 24

Bill Williams Jr.
International Longshoremen's Association (ILA) Local 1351

David Alexander, PHD
Angelo State University

Jackie Hill-Murphy
International Longshoremen's Association (ILA) Local 1351

Jean Hervey
Southwest Regional Joint Board (Workers United/affiliate of SEIU)

Jennifer Traylor
Southwest Airlines

Jose (Joe) Martinez
International Longshoremen's Association (ILA) Local 1351

Judy Cortez
Federal Mediation and Conciliation Service (FMCS)

Larry Chamberlain
International Brotherhood of Electrical Workers 7th District

Lawrence Castillo
United Steelworkers International Union

Lee Forbes
Texas AFL-CIO

Leonard Aguilar
Texas Building & Construction Trades Council

Leroy Skinner
Federal Mediation and Conciliation Service (FMCS)

Magdalena Soto
City of Houston

Micah Dickens
ILA South Atlantic and Gulf Coast District

Nadine Littles
Arbitrator

Naomi Smith
MC Smith Mediation

Stanley Dobbins
International Longshoremen's Association (ILA) Local 24

Stephanie Collier
Federal Mediation and Conciliation Service (FMCS)

Thom McDaniel
Transport Workers Union of America

Walter Darr
Federal Mediation and Conciliation Service (FMCS)

HONORARY BOARD MEMBERS

Past Conference Chairs

- | | |
|--|---|
| 2022 Steve Sanders
<i>International Longshoremen's Association - Local 24</i> | 2010 Joseph 'Joe' Pyner
<i>Chevron Phillips Chemical Company</i> |
| 2021 Jalisa Sims
<i>NASA's Johnson Space Center</i> | 2009 Rene Cicero
<i>International Association of Machinists
and Aerospace Workers</i> |
| 2019 Jesse San Miguel, Jr.
<i>International Longshoremen's Association LU #28</i> | 2008 Donald Martin
<i>Computer Science Corporation</i> |
| 2018 Chelsea Egmon
<i>West Gulf Maritime Association</i> | 2007 Ray Solis
<i>United Steel Workers</i> |
| 2017 Michael Cunningham
<i>Retired/Texas Building and Construction Trades Council</i> | 2006 Albert Corvino
<i>Lockheed Martin Corporation</i> |
| 2016 Lisa Alonzo
<i>San Antonio Alamo Federal Executive Board</i> | 2005 Larry Stettinisch
<i>United Food and Commercial Workers</i> |
| 2015 James Parker
<i>International Association of Machinists
and Aerospace Workers</i> | 2004 John Penny
<i>BP America</i> |
| 2014 Robert Asbury
<i>Consolidated Nuclear Services – Pantex Plant</i> | 2003 Robert Martinez Jr.
<i>International Association of Machinists
and Aerospace Workers</i> |
| 2013 Linda Bridge
<i>Texas American Federation of Teachers</i> | 2002 Gary Harrison-Ducros
<i>Shell Chemical Company</i> |
| 2012 Christina Bennett
<i>Southwest Airlines</i> | 2001 Greg Lucero
<i>International Brotherhood of Electrical Workers LU 66</i> |
| 2011 Thom McDaniel
<i>Transport Workers Union of America, AFL-CIO</i> | |



PROGRAM

Wednesday, June 21, 2023

11:00 – 1:00 PM	Registration
1:00 PM	Opening Session <ul style="list-style-type: none"> • <i>Welcome – Conference Chairpersons</i> • <i>Color Guard – Bexar County Buffalo Soldiers Association</i> • <i>National Anthem – Timothy Birt- Signature Singing, Voice Lessons of San Antonio</i>
1:15 PM	Opening Address <i>Linda Chavez Thompson, Executive Vice President, AFL-CIO (Retired)</i>
1:45 PM	FMCS/DOL Partnership Update <i>Andrew Hasty, FMCS Commissioner/Senior Advisor OLMS and Darnice Marsh, Labor Management Partnership Coordinator, OLMS</i>
2:00 PM	What's Hot at the NLRB <i>Tim Watson Regional Director Region 16 NLRB</i>
2:45 PM	Break
3:00 PM	Plenary Session <i>Panel of TXLMC Board Members (Past and Present) Discuss the Future of Collective Bargaining and FMCS: A panel of founding and active Board Members of TXLMC will reflect on why and how TXLMC began and how it has evolved and survived. TXLMC has become an important organization influencing effective collective bargaining that serves to create labor and management relationships that enhance the mutual interests of the organization, including its working members and stakeholders. Panel Members: Bill McKee, Dave Renfro (founders and evolvers) and Thom McDaniel and Lee Forbes (active members and evolvers).</i>
4:00 PM	Announcements and Adjournment
6:00 PM	Evening Reception - Casino Night



**Thursday, June 22, 2023**See **Workshop Schedule** on page 10 for details

8:30 AM	Morning Concurrent Workshops <ul style="list-style-type: none"> • <i>Texas Labor History</i> • <i>Stress & Burnout in the Workplace: Awareness and Recovery</i> • <i>EEOC – Hostile Workplaces</i> • <i>Best Practices in City/State/Federal Collective Bargaining</i>
10:30 AM	Mid-Morning Concurrent Workshops <ul style="list-style-type: none"> • <i>Fast Track to Consensus: How We Turned Two Years Into One Week During Bargaining</i> • <i>After The Last Gavel, TX Legislative Updates</i> • <i>The Top Mistakes to Avoid in Arbitration</i> • <i>Updates from the FLRA</i>
12:15 PM	TXLMC Hall of Fame Awards Luncheon <i>Hall of Fame Speaker: Beth Schindler, FMCS Deputy Director Field Operations and Hall of Fame Inductees</i>
2:30 PM	Afternoon Concurrent Workshops <ul style="list-style-type: none"> • <i>Can We Talk? Addressing Sensitive Workplace Issues Collaboratively</i> • <i>Red Light/Green Light How Would You Rule?</i> • <i>Houston Gulf Coast Building and Construction Trades Council Apprenticeship Readiness Program/ Multi-Craft Core Curriculum</i> • <i>Restorative Mediation: Tools & Tips</i>
	Free evening to explore and enjoy San Antonio and the Riverwalk

Friday, June 23, 2023

8:30 AM	Plenary Session <i>Updates from FMCS: Beth Schindler, Associate Deputy Director Field Operations</i>
9:15 AM	Break
9:30 AM	Keynote Speaker <i>Will Bowen, www.willbowen.com</i>
10:45 AM	Closing Remarks
11:30 AM	Conference Ends



WORKSHOP SCHEDULE

Workshop Room	8:30 AM	10:30 AM	2:30 PM
Pecan	<p>Texas Labor History</p> <p><i>Presenter: Mario Marcel Salas</i></p> <p>The presenter hopes to provide valuable historical information that is somewhat unknown about labor history in Texas and specifically San Antonio.</p>	<p>Fast Track to Consensus: How We Turned Two Years Into One Week During Bargaining</p> <p><i>Representing Management: Dwayne Smetzer, Sasan Sadat-Sharifi</i></p> <p><i>Representing the Union: Rick Dielman, Margo Peterson-Gallagher</i></p> <p>Join us for an engaging panel discussion featuring union and management bargaining reps. We look back on strategies that transformed our CBA negotiations from a two-year disaster to a one-week triumph. Gain insight into proactive techniques which lay the groundwork for efficient and successful bargaining going forward.</p>	<p>Can We Talk? Addressing Sensitive Workplace Issues Collaboratively</p> <p><i>Presenters: Jean Hervey, Stephanie Collier</i></p> <p>Presenters will discuss how the Labor Management Committee addressed tension among a high performing team of co-workers who speak different languages. The workshop will be interactive and you will experience the same facilitative process used to refocus the workgroup on their values, needs and success.</p>
Llano/ Pecos	<p>Stress & Burnout in the Workplace: Awareness and Recovery</p> <p><i>Presenter: Martha Rice</i></p> <p>There has been an increase in workplace turnover due to stress and burnout over the past 3 years. Burnout is a pervasive form of stress that is directly tied to work, and the instances of burnout are on the rise. Discover the signs of burnout and learn how to jumpstart a cultural shift to support employees and prevent turnover.</p> <ul style="list-style-type: none"> • Learn how to identify the signs of burnout • Learn the types of workplace burnout • Learn strategies in supporting employees and productivity to prevent burnout 	<p>After The Last Gavel, TX Legislative Updates</p> <p><i>Presenter: Rick Levy</i></p> <p>Report on issues affecting workers and workplace from the 2023 Texas Legislative Session</p>	<p>Red Light/Green Light How Would You Rule?</p> <p><i>Moderator: Angie McKee</i></p> <p><i>Panel Arbitrators: Nadine Little, Diego Peña, David Alexander</i></p> <p>Panel arbitrators will be presented a grievance in arbitration and asked to decide whether the grievance should be awarded or denied.</p>



Workshop Room	8:30 AM	10:30 AM	2:30 PM
Live Oak	<p>EEOC – Hostile Workplaces</p> <p><i>Presenter: Elizabeth Edwards</i></p> <p>This workshop will offer an overview of Equal Employment Opportunity (EEO) Law and include the EEOC's responsibility in terms of EEO history. Discrimination and retaliation will be discussed to include the protected categories, with an emphasis placed on harassment and hostile work environments. Examples of illegal employment practices will be discussed as well as issues that are not harassment and hostile work environments. Best practices will be offered based on the research and a period of questions and answers will be provided.</p>	<p>The Top Mistakes to Avoid in Arbitration</p> <p><i>Presenter: Diego Peña</i></p> <p>This program is designed for union and employer officials or representatives who manage arbitrations for their organizations. The program covers how to avoid common mistakes that could compromise arbitration preparation and presentation.</p>	<p>Houston Gulf Coast Building and Construction Trades Council Apprenticeship Readiness Program/Multi-Craft Core Curriculum</p> <p><i>Presenters: Paul Puente, Dale Sanford</i></p> <p>Come learn about an exciting program in Texas! The ARP/MC3 offers you the opportunity to transition into a DOL Registered Apprenticeship Program, an earn while you learn program. You will work 40+ hours a week and attend apprenticeship classes one to two nights a week, earning college credits while also receiving healthcare and pension benefits, at no cost to you. First year apprentices will start earning \$15 to \$25 an hour, plus benefits, with scheduled pay raises every year. After apprenticeship graduation, with zero tuition debt, you will earn \$25 to \$45 an hour, plus benefits. So, join us in starting you on a pathway to your Building Trades Career.</p>
Blanco	<p>Best Practices in City/State/Federal Collective Bargaining</p> <p><i>Hosts: David Alexander, Judy Cortez</i></p> <p><i>Panelists: Deborah Leach, Diego Peña, Leroy Skinner</i></p> <p>This interactive workshop will provide participants opportunities to consider what works best and perhaps what works significantly less than best in public sector collective bargaining. Each member of a distinguished panel experienced with labor, management, and/or neutral perspectives will open the workshop with a 10 minute description of best practices experienced and practices that got their side, and perhaps themselves, in an uncomfortable situation. After that, there will be discussion among panel members and questions solicited from attendees. Interactive participation will happen.</p>	<p>Updates from the FLRA</p> <p><i>Presenter: Mike Wolf</i></p> <p><i>Hear the latest developments that impact federal Labor Management relationships. Time will be allotted for Q&A.</i></p>	<p>Restorative Mediation: Tools & Tips</p> <p><i>Presenter: Brenda Pryor</i></p> <p>Restorative mediation draws from restorative justice tenets, as well as transformative and facilitative mediation practices. In addition to mediation sessions, participants in restorative mediation also commit to pre-work, as well as an honest and transparent dialogue in a safe space created by the mediator. This session explores the development of this process, how to deliver/facilitate a restorative mediation process for a labor-management grievance or for an employment-based grievance, and how to determine if parties are right for a restorative mediation process.</p>



2023 SPEAKERS

F. DAVID ALEXANDER



F. David Alexander is an academic neutral member on the Board of Directors of TXLMC since 2014. He is an active arbitrator and mediator. He is a retired professor from Angelo State University, holding a Ph. D. in Management and Industrial Relations. His on-the-job real world education in TXLMC matters came from his work in the airline industry as a management advocate working with IAM, as well as his work in state higher education as a faculty advocate and subsequently a dean. His skills in fact-finding were enhanced by his work at the national and state level as an examiner/judge/trainer in the Baldrige Award Program in Performance Excellence.

WILL BOWEN



Will Bowen is founder of the Complaint FreeR movement with over 15 million followers worldwide. Will's been featured on *Oprah*, *NBC's Today Show*, *People*, *Forbes*, *Newsweek*, *The Wall Street Journal*, and *Chicken Soup for the Soul*. Will Bowen is a humorous motivational speaker, a #1 International best-selling author, and the World Authority on Complaining — why people complain, what's wrong with complaining, and how to get ourselves and others to stop complaining. www.WillBowen.com.

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.

Since joining FMCS, she has been a guest lecturer at Howard University Law School, University of Arkansas, and Penn State University. She has also been featured as a co-presenter at the FMCS National Labor Management Conference, LERA National Conference and the Northwest Collaborative Futures Conference all of which have global reach. She has been awarded the 2021 Executive Director's Award by the Board of the Dallas Federal Executive Board for her contributions towards training the Shared Neutrals Cadre serving the federal workforce in the region.

Prior to joining FMCS, Stephanie worked as a Staff Representative for Communication Workers of America in Austin, TX. 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. Throughout her career Stephanie has had a strong focus on problem solving and bringing people together, which she brings to her work at FMCS. She holds a Bachelor's Degree in English Literature from the University of Texas at San Antonio.



WALTER DARR



Mr. Darr has over 34 years of Labor Relations experience. He is currently a Field Operations Manager with the FMCS. He joined the FMCS as a Commissioner in March 2015 in Houston, Texas with responsibility for Southeast Texas as well as Southwest and Midwest Louisiana.

Mr. Darr manages 20 Commissioners who provide services in Alabama, Arkansas, Colorado, Florida (Panhandle), Kansas, Louisiana, Mississippi, Missouri, Nebraska, New Mexico, Oklahoma, Tennessee and Texas.

Since joining the FMCS, Mr. Darr has worked with parties mediating the successful negotiation of Collective Bargaining Agreements ("CBA's") as well as disputes growing out of grievances related to the implementation and management of CBA's. He has developed and delivered training encompassing Dispute Resolution, Collective Bargaining, Grievance Mediation, Interest Based Bargaining, Affinity Bargaining, Effective Communication, Mediation, Steward- Supervisor Relations, Negotiability Issues and many other subjects.

Mr. Darr was a Mediator with the National Mediation Board for almost 5 years immediately prior to joining the FMCS. He served the Board in airline, railroad and related cases. He also served as an Instructor in the NMB's Interest Based Bargaining and Grievance Mediation programs as well as in the NMB's development and delivery of Dispute Resolution courses as part of Dominican University's Masters of Conflict Resolution program.

For almost 7 years immediately prior to joining the NMB, Mr. Darr served as Principal for an independent consulting firm, with successful engagements in industries governed by the Railway Labor Act as well as the National Relations Labor Act. His consulting experience includes a diverse background providing expertise in areas such as Mediation Services, Human Resources & Employment, Labor/Management Relations, Contract Negotiations, Operations Process Analysis, Organizational Effectiveness and Financial Planning & Analysis.

Mr. Darr was a contributing author of "Options for Improving NEGOTIATIONS AND DISPUTE RESOLUTION: A Report of the Working Group on AIRLINE LABOR RELATIONS" produced by the 2004 Working Group on Airline Labor Relations in cooperation with the Alfred P. Sloan Foundation and the MIT Global Airline Industry Study.

He holds a Bachelor of Science degree in Business Administration from the University of Phoenix as well as a Certificate in Alternate Dispute Resolution from the A.A. White Dispute Resolution Center, University of Houston Law Center Blakely Advocacy Institute.

Mr. Darr currently serves as a member of the Executive Committee to the Board with the Texas Labor Management Conference and the Houston Chapter of the Labor & Employment Relations Association.



ELIZABETH EDWARDS



"Liz" Edwards has made a career out of education, teaching, and briefing. She has a Master's of Science degree in Special Education and Human Services, a Master's of Education degree in Counseling Education and is currently working on her Doctorate in Educational Psychology. She is a 25-year retired Air Force Intelligence Officer. She has taught as an adjunct faculty member at many of her duty stations throughout the world to include University College of the University of Maryland in Turkey, Colorado Mesa University in Colorado, Cochise College in Arizona, Wilmington College in Delaware, and Delaware Technical and Community College in Delaware. She has served the Equal Employment Opportunity mission in the Federal government for over ten years and currently serves the Dallas District Office as the Outreach and Education Coordinator for the region. Finally, and most importantly, she enjoys being the spouse of a Colorado Army National Guardsman and the mom to three fantastic boys, 18 year-old twins who are heading to CU Boulder and the US Air Force academy, and an amazing 9 year-old third grader who is convinced he will be the quarterback the NFL has ever seen.

ANDREW HASTY



Andrew Hasty is a senior advisor on detail with the U.S. Department of Labor's Office of Labor-Management Standards (OLMS). Mr. Hasty serves as a consultant and advisor to the OLMS Director's Office to establish agencywide initiatives. In this capacity, he oversees the development of the labor-management partnership program at the Department and OLMS. His work focuses on policy and research on labor relations and the workplace, and the effects they have on economic development, organizational quality, and equity. He conducts national outreach with private and public stakeholders to promote job quality and improve organizational effectiveness. Andrew is on detail from the Federal Mediation and Conciliation Service where he serves as a Commissioner providing mediation and alternative dispute resolution (ADR) services related to collective bargaining negotiations, public policy issues, pleadings before federal regulatory bodies, negotiated rulemaking, and employment and discrimination complaints. Mr. Hasty holds a J.D. from the University of Dayton School of Law and a B.A. in Economics from Miami University.



JEAN HERVEY



Jean Hervey was elected as International Vice President of her union in 1995 and served in that position until Saturday, March 27, 2021. She lives in Plumerville, Arkansas.

March 27, 2021, at Workers United International Convention she was elected International Executive Vice President of her union. Her term as EVP is four (4) years. The first African American and first woman elected to this position within her union.

She is also the Regional Director for the Southwest Regional Joint Board based in Dallas, TX.

Mrs. Hervey's lifelong commitment to labor, economic and social justice began with her work as an organizer in Arkansas where she helped to organized workers in the clothing industry and Distribution Centers in southern Arkansas, Missouri, Kansas, Oklahoma, and Louisiana. She became the Manager of the Arkansas District of Amalgamated Clothing Workers of America, serving for 5 years and later became the Assistant Manager of the St. Louis District of Amalgamated Clothing & Textile Workers Union. In St. Louis Mrs. Hervey was responsible for merging 10 local unions to bring about a more effective way to actively serve the membership by combining collective bargaining and financial resources for better representation. Later, elected as Associate Director of Southwest Regional Joint Board and now serving as the Director.

In 1992, she was elected as the first African- American to serve the State of Arkansas on the National Democratic Committee as National Committee Woman where she served as the chair of the national Resolution Committee. She was elected as delegate to the Democratic Party Convention 1984, 1988, 1992, 1996, 2000.

In 1995, she was elected as Vice President of Workers United and serve on the International Union General Executive Board. Mrs. Hervey is a Trustee of the Union's National Health and Pension Fund and Sidney Hillman Foundation. She also served as a Director of Amalgamated Bank in New York for 5 yrs.

Mrs. Hervey's commitment to her community, state and nation is shown by Governor's Bill Clinton, Jim Guy Tucker and Mike Beebe appointed her to boards, commissions, which included Economic Development, Labors Representative on Unemployment and one (1) of the five (5) Commissioners on the Alcohol Beverage and Control Board (ABC) with a 6-year term.

Mrs. Hervey became the first Woman and first African American to serve as chair of Conway County Democratic Committee. She was a Conway County Election Commissioner for 18 years, helping to oversee the electoral process for Conway County.

She is affiliated with many organizations and carry a leadership role in most, such as Coalition of Black Trade Unionist (CBTU), Coalition of Labor Union Women, NAACP, A Phillip Randolph Institute (APRI) National Pay Equity Foundation, National Black Women's Conference, and St. Jude Children Research Hospital. She serves as an Advocate for Cervical Cancer & HPV Prevention.

She is a member of the Mt. Carmel Missionary Baptist Church in Plumerville where she is a Deaconess and the Chair of the Beautification Ministry. She was induction in 2019 into the organization of Top Ladies of Distinction as Lady Jean. TLOD is a national organization which focus on Youth Organization (Top Teens of America), improving the Status of Women, Service to Senior Citizens, Community Beautification, and Community Partnerships.



DEBORAH LEACH



Ms. Leach joined AFGE as a National Representative and attorney on June 10, 2013. Previously, she was a civil attorney representing government employees (in state and federal trials, appeals and administrative proceedings) for more than 20 years. During that time, Ms. Leach also served as an Assistant Attorney General for the State of Texas and Assistant City Attorney for the City of San Antonio. She holds a Martindale-Hubbell AV Preeminent Rating.

RICK LEVY

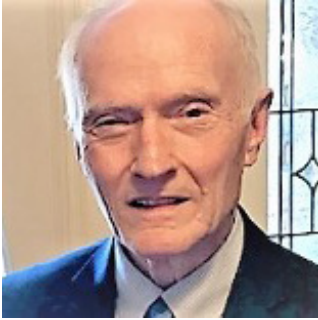


Rick Levy is the President of the Texas AFL-CIO, a position he was elected to in 2017. Previously, he held the position of secretary-treasurer from 2015-2017. Levy began working for the state federation in 1990, first as Legal Director and subsequently as General Counsel. In that capacity, Rick has represented 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.

DARNICE MARSH



Darnice Marsh serves as the Labor-Management Partnership Coordinator for the Office of Labor-Management Standards' Labor-Management Partnership Program at the United States Department of Labor. In that role, she leads agency-wide efforts to foster and develop cooperative labor-management programs that promote the benefits of collective bargaining relationships and demonstrate the economic benefits to all Americans that can be achieved when workers have a meaningful, equitable, and consequential voice in the workplace. Darnice is an expert in coalition building, maintaining relationships, and bringing workers and employers together to jointly address organizational challenges, improve performance and enhance job quality. Prior to joining the Department of Labor, she held both union and management positions within the public and private sectors of employment. Darnice received her BS and MS from Old Dominion University and MBA from Saint Leo University.

**WILLIAM MCKEE**

Bill McKee is an arbitrator/mediator and Professor Emeritus at the University of North Texas. He has arbitrated and mediated labor and employment disputes for over 30 years in most sectors of the U.S. economy. Bill is a founding member of the Texas Labor-Management Conference and the Texas Mediator Credentialing Association and was selected for the Texas Labor Management Conference Hall of Fame in 2004. In May 2022 he became President-Elect the National Academy of Arbitrators after holding offices in the Southwest Rockies Region and on several NAA governing boards.

DIEGO PEÑA

Diego J. Peña is a fulltime labor & employment arbitrator, serving on the FMCS, American Arbitration Association and National Mediation Board panel of labor arbitrators. A practicing attorney with 40 years of experience, he personally tried more than 85 labor arbitrations and participated in collective bargaining. He also taught labor relations and business ethics as an adjunct professor at the University of Texas at San Antonio. Publications in San Antonio and Fort Worth have recognized Mr. Peña as a top labor & employment attorney. He is a frequent speaker on labor arbitration advocacy.



BRENDA PRYOR



Brenda Pryor joined the Federal Mediation and Conciliation Service (FMCS) in October 2019, as a Commissioner in the Chicago, IL Field Office. 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 her career at FMCS, Ms. Pryor served as an Associate General Counsel for Labor & Employment Law at SIU School of Medicine. Additionally, Ms. Pryor spent a decade as Legal Counsel for the Cook County College Teachers Union Local 1600 representing faculty, professional staff, and paraprofessional employees. In both positions, she was engaged in collective bargaining, contract administration, grievance arbitration, and employee training. Ms. Pryor also has extensively presented on a variety of subjects at the national level for the American Bar Association Section on Labor & Employment Law, the AFL-CIO's Lawyer's Coordinating Committee, and served as a Co-Chair of the ABA's ADR in Labor & Employment Law Subcommittee.

Ms. Pryor holds a Juris Doctor from the James E. Rogers College of Law at the University of Arizona, and a Bachelor of Science from the University of Minnesota. Ms. Pryor is a born and bred native of Chicago, IL and currently resides on the South Side.

PAUL PUENTE



Paul J. Puente is the Executive Secretary and Delegate of the Houston Gulf Coast Building and Construction Trades Council representing the various construction local unions and (20) twenty counties.

Paul was elected to a four-year term of office in January 2013 by the affiliated local construction unions and delegates. The council is made up of twenty-four construction unions, fifteen different crafts, and thirteen apprenticeship programs all having Joint Apprenticeship Training Committees (JATC).

He began his career in the electrical industry in 1990 working in the chemical refinery plants along the Gulf Coast. He earned a Degree in Electrical Technology from San Jacinto Jr. College.



DAVE RENFRO



Dave Renfro retired from the Federal Mediation and Conciliation Service (FMCS) January 1, 2018 after 22 years of service as a Commissioner of Mediation. Even though stationed in the Dallas field office, his work included international, national, and special project assignments. He was an often-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 part of a U.S. Navy deep sea and SCUBA diving team, and river boat coxswain. Prior to joining the FMCS in 1996, Dave spent 18 years in labor-management advocacy beginning in 1980 when fellow school teachers elected him to serve as full-time president / business manager of the OKC Federation of Teachers. He later accepted an appointment to executive director for the Oklahoma State Federation of Teachers. Moving from those positions, Dave joined leadership teams 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 served as an adjunct instructor teaching History of the American Labor Movement. Renfro also co-founded several non-profit organizations advocating for family and youth housing, food bank coordination, and literacy education, including Oklahomans for Relief and Employment.

In 1991, Dave was elected to statewide public office as Commissioner of Labor where he served as chief executive officer for the Oklahoma Department of Labor. During his term of office, his counterparts across the United States and its Territories elected him President to head up the National Association of Government Labor Officials. As the Association's national president, Dave was called upon multiple times to testify before Congress on labor-related legislation and regulation. He met frequently with U.S. Department of Labor Secretaries, as well as White House staff on issues affecting working families.

During his full-time position as a Federal Mediator (1996-2018), Commissioner Renfro served as adjunct faculty for the University of North Texas where he created and taught graduate and undergraduate courses in conflict resolution. His courses included: Workplace Dispute Resolution; Hostage Negotiations and Crisis Intervention; Dynamics of School Conflict; Dispute Resolution and Globalization; as well as Foundations of Conflict Resolution. Renfro also presented the hostage and crisis course in workshop format to several federal and state law enforcement organizations, as well as the Texas Association of Hostage Negotiators. Additionally, he volunteered as an intervener at the Dallas County Suicide and Crisis Center. In 2014, Dave received the Dallas-Fort Worth Federal Executive Board's "Public Service Award for Outstanding Leadership" in recognition of his work with federal sector Labor-Management Relations, Mediation Training, and Dispute Resolution Interventions. In 2018, Dave was inducted into the Texas Labor-Management Conference Hall of Fame. Also, in 2018, Dave was admitted to the FMCS national panel for labor arbitrators. Renfro has authored numerous published articles relating to labor relations, human interest, and social satire.



MARTHA RICE



Martha Rice, Owner/Founder of Complete 'N Him and Professional Certified Life and Health Coach, certified by the standards of the International Coach Federation (ICF) and a trained Counselor. She earned a Bachelor of Science in Psychology at Roosevelt University and a Master of Arts in Marriage and Family Therapy at Adler School of Professional Psychology in Chicago, Illinois. In 2019, attained a Lean Six Sigma Green Belt certification at MoreStream University which is a continuous improvement methodology that seeks to improve performance.

She is currently, affiliated with APA (American Psychology Association), ICF (International Coach Federation) and AAMFT (American Association of Marriage & Family Therapy) organizations, which provide ongoing training for my growth at Complete 'N Him.

Her gifting and passion for helping others has led her to a career in Coaching. Coaching allows a person to discover their distinct qualities that reveal their authentic self. Martha's goal is to collaborate and empower her clients to move in the direction that they desire to go. She does this by respecting her client's core values and inspiring them to create their vision for growth. She believes that open communication and authenticity are an essential part in reducing anxiety and eliciting growth.

MARIO SALAS



Professor Mario Marcel Salas is a retired Assistant Professor of Political Science, but is still teaching at UTSA. He has two graduate degrees, one in Political Science and the other in Education. He has taught Texas Politics, Federal Politics, Political History, the Politics of Mexico, African American Studies, Civil Rights, Political Theory, and International Conflicts. He is currently an Assistant Professor of Practice at UTSA. He was honored by the AFL-CIO at Labor Plaza in San Antonio. He was a member of three different unions (IUE 780, Plumbers and Pipefitters L-142, AFT-1356), and is currently a member of the CWA-Communication Workers of America-6143. He served as a 300-Year Tricentennial Commissioner for the City of San Antonio and is a current member of the Bexar County Historical Commission. Professor Salas co-authored the Amicus Brief before the U. S. Supreme Court as a veteran of the Civil Rights Movement.



DALE SANFORD



Dale Sanford is the Apprenticeship Readiness Program / Multi- Craft Core Curriculum (ARP/MC3) Training Coordinator at Gulf Coast Built-Rite Partnership, Inc., where he started his coordinator/training career in May 2018. Dale entered the Insulators Local 22 apprenticeship program in 1977 and turned out as a Journeyman in 1981. Since then he has held several positions from Journeymen to Insulator Foreman, General Foreman over all crafts, Superintendent, and Manager. In 2015 Dale became an Executive Board member of Insulators & Allied Workers Local #22 where he currently holds the position of President.

BETH SCHINDLER



Beth M. Schindler is the Associate Deputy Director of Field Operations for FMCS. Ms. Schindler provides oversight, coordination, and support for Field Operations and Client Services programs throughout the US. This includes all local and national collective bargaining mediation in the private, federal, and public sectors. Ms. Schindler also provides direct mediation services in high profile and complex negotiations, as well as multi- party bargaining. She has been involved in helping resolve some of the area's most contentious collective bargaining disputes in myriad industries including healthcare, transportation, retail grocery and manufacturing.

Between 2002- 2020, Ms. Schindler served as Regional Director with program management responsibilities for all mediators and service delivery in the Pacific Northwest including the state of Alaska, Oregon, Washington, Montana, Wyoming, Colorado, Idaho, and Northern California. Prior to 2002, she worked with labor and management to effectuate contract settlements as an FMCS Commissioner in addition to providing training programs on collective bargaining. In addition, Ms. Schindler provided relationship assessments, training, and relationship development program delivery in all sectors, including a wide range of conflict resolution models and negotiation processes.

Before joining FMCS in 1996, Ms. Schindler worked for Office and Professional Employees International Union Local 8 as a Union Representative. Her responsibilities included negotiating new and expiring collective bargaining agreements and membership representation at all levels of formal disputes. She also has in- depth experience with Taft- Hartley employee benefit trust funds through her work at Welfare and Pension Administration, Inc.

**DWAYNE SMETZER**

Dwayne is the CEO of Workers Assistance Program, a non-profit focused on creating better workplaces, schools and communities. Dwayne obtained an MBA from Johns Hopkins University and brings three decades of nonprofit experience to WAP. He firmly believes in the business philosophy of Servant Leadership, incorporating it into his managerial style and promoting it throughout the company.

TIMOTHY 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.



MICHAEL WOLF



Michael Wolf is the Federal Labor Relations Authority Director of Collaboration and Alternative Dispute Resolution Office and a ULP Settlement Official in the FLRA Office of Administrative Law Judges.

He helps federal agencies and labor organizations prevent and manage conflict, resolve complex labor disputes, improve organizational effectiveness and quality of work life, and grow conflict-competent culture.

Wolf graduated from University of Wisconsin and Washington University School of Law, worked on Capitol Hill, and then served as counsel to NTEU in Austin for more than a decade. He entered federal service 30 years ago here in San Antonio, serving more than a decade at the FMCS Commissioner and Federal Mediator throughout Central, South and West Texas and in leadership roles as Director of Mediation Technology Services and Special Assistant to the FMCS Director. Wolf then served as Associate Director of former Secretary of Labor W.J. Usery's Center for the Workplace at Georgia State University. He served as Counsel for Dispute Resolution Technology at the National Mediation Board in Washington, D.C. until joining the FLRA staff in 2010. He also spent a year as full-time advisor to the Air Force General Counsel's Director of Negotiation and Dispute Resolution at the Pentagon.

Michael has held leadership roles in the Association for Conflict Resolution, several Bar Associations including State Bar of Texas, and the Steering Committee of the Federal Interagency ADR Working Group. He has been adjunct faculty at Pepperdine University Law School's Strauss Institute for Dispute Resolution, Catholic University, University of Baltimore, and a guest instructor at Harvard's Kennedy School, Cornell's ILR School, George Washington University, University of Syracuse Maxwell School, University of Texas Business School, North Texas State Business School, and Rutgers Department of Public Policy. Michael's 10th publication, a chapter about Online Dispute Resolution and Negotiation, appears in the 2nd Edition of Online Dispute Resolution: Theory and Practice.

Michael and his wife live with their 4-legged children near Philadelphia take full credit for two amazing adult children (one who lives in Texas).



2023 HALL OF FAME INDUCTEES

SHAREEN LARMOND



Shareen Larmond is President of the West Gulf Maritime Association, a maritime trade association representing the interests of almost 200 companies in the maritime community. Its membership includes ocean carriers, operators, ports, agents, terminal companies and stevedores located in Texas. The Association primarily negotiates and administers the multi-employer collective bargaining agreements with the International Longshoremen's Association in all ports in both Texas and Louisiana. Her official appointment on January 31, 2018, as President made Ms. Larmond the first female and first person of color to run the West Gulf Maritime Association in all its 50-year history. It also made her the first female to head a Port Association of its kind in the country.

In 2018, Ms. Larmond increased company profits and successfully guided employers through labor negotiations ultimately producing and implementing fourteen collective bargaining agreements ensuring a peaceful labor climate in Texas over the next several years.

In addition to her executive duties at the Association, Ms. Larmond serves as a trustee on several Taft-Hartley and managed health benefit plans with assets totaling almost \$2 billion.

Prior to her appointment as President, Ms. Larmond was employed as the Association's General Counsel and oversaw all aspects of litigation most notably discrimination and harassment cases as well as enforcement of the multi-employer collective bargaining agreements.

Prior to her maritime work, Shareen Larmond served as General Counsel for State Senator John Whitmire, Dean of the Texas Senate. For over five years, she performed advanced and complex legal and legislative analytical work in both Austin and Houston. Ms. Larmond was fortunate to have a part in many of the major criminal justice reforms that took place in 2007.

She is active in both maritime and local communities. She is a board member for the Lower Kirby Pearland Management District. She has been a board member for the District since its statutory creation in 2007 and currently serves as the District's President. Ms. Larmond is a Co-Administrator for the J.H. "Buddy" Raspberry Scholarship Trust Fund, which awards educational scholarships for individuals in the maritime industry. She also holds board positions on the Gulf Coast Workforce Development Board and the Economic Alliance Houston Port Region.

Shareen Larmond received her Bachelor of Science in Corporate Communications from the University of Texas at Austin. She completed her legal education at Thurgood Marshall School of Law in Houston, Texas. She is a member of the State Bar of Texas, the U.S. District Court for the Southern and Eastern Districts of Texas, the Fifth Circuit Court of Appeals, and the U.S. Supreme Court.



STEVE SANDERS



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

As Mr. Sanders prepared to enter 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 his father and grandfather as a Longshoreman. Known as a hard worker, with a good work ethic, he attained the half management, half union position of Walking Foreman, the head supervisor on the docks, at the age of 26. Always one to stretch his abilities, he concurrently served his country in the U.S. Army Reserve for eight years.

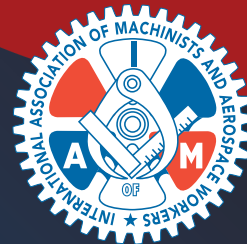
Steven Sanders has always been an active member of the International Longshoremen's Association, and in 2014 he was elected by his peers and colleagues to become the youngest union official of ILA Local 24. He served as the Secretary/Treasurer for seven and a half years. His proudest achievement as a union official is the legacy of the new union hall that was built to modernize ILA Local 24.

When Mr. Sanders is not working diligently, he volunteers & serves his community by performing countless tasks for those that are less fortunate. He is Treasurer for the Local 24 Employees Federal Credit Union; Treasurer for the Coalition of Black Trade Unionists, Houston Chapter; State Executive Board Member for the Asa Phillip Randolph Institute; and Treasurer and previous Chairman for the Texas Labor Management Conference. He has also served on the Houston Ethics Commission, Harris County AFL-CIO, and the ILA Central Dock and Marine Council. He finds great fulfillment in volunteering as 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 beautiful wife, Dominique, children, Kristopher, Amina, & Sophia, family, friends, coworkers, & the community overall.



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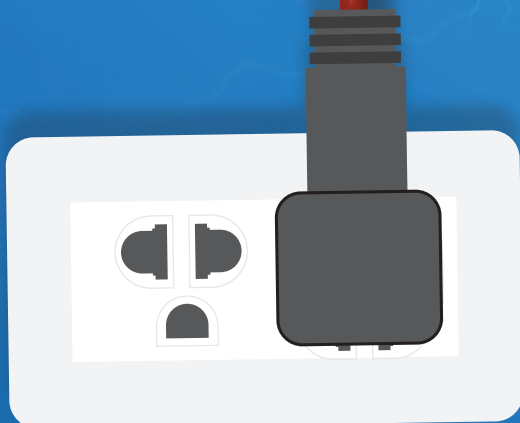


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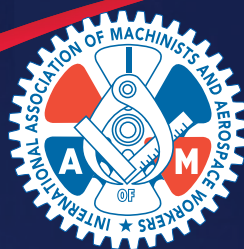
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