

Day One - Wednesday, June 21, 2023	
11:00 AM – 1:00PM	Registration
1:00 PM	Opening Session <ul style="list-style-type: none"> • Welcome – Conference Chairpersons • Color Guard – Bexar County Buffalo Soldiers Association
1:15 PM	Opening Address – Linda Chavez Thompson, Executive Vice President, Retired AFL-CIO
1:45 PM	FMCS/DOL Partnership Update Andrew Hasty, FMCS Commissioner/Senior Advisor OLMS and Darnice Marsh Labor Management Partnership Coordinator, OLMS
2:00 PM	What’s Hot at the NLRB – Tim Watson Regional Director Region 16 NLRB
2:45 PM	Break
3:00 PM Plenary Session: 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).
4:00 PM	Announcements and Adjournment
6:00 PM	Evening Reception

Day Two - Thursday June 22, 2023 Schedule of Workshops	Workshop Description
830 AM	
Texas Labor History (Pecan Room) Mario Marcel Salas, Professor University of Texas at San Antonio	The presenter hopes to provide valuable historical information that is somewhat unknown about labor history in Texas and specifically San Antonio.
Stress & Burnout in the Workplace: Awareness and Recovery (Llano/Pecos Room) Martha Rice, Transformation Life and Health Coach	<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
EEOC – Hostile Workplaces (Live Oak Room) Elizabeth Edwards, EEOC Outreach and Education Coordinator Dallas Office	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.
Best Practices in City/State/Federal Collective Bargaining (Blanco Room) – Host : David Alexander/Judy Cortez Panelists: Deborah Leach, Diego Pena, Leroy Skinner	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.

1030 AM	
<p>Fast Track to Consensus: How We Turned Two Years Into One Week During Bargaining (Pecan Room)</p> <p><u>Representing Management</u></p> <p>Dwayne Smetzer – Chief Executive Officer</p> <p>Sasan Sadat-Sharifi – Vice President of Technology</p> <p><u>Representing the Union</u></p> <p>Rick Dielman – Chief Account Executive</p> <p>Margo Peterson-Gallaher – Senior Clinical Case Manager</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>After The Last Gavel, TX Legislative Updates (Llano/Pecos Room)</p> <p>Rick Levy, Texas AFL-CIO President</p>	<p>Report on issues affecting workers and workplace from the 2023 Texas Legislative Session</p>
<p>The Top Mistakes to Avoid in Arbitration (Live Oak Room)</p> <p>Diego Pena, Arbitrator/Mediator/Attorney</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>Updates from the FLRA (Blanco Room)</p> <p>Mike Wolf, Director Collaboration and ADR Office</p>	<p>Hear the latest developments that impact federal Labor Management relationships. Time will be allotted for Q&A</p>
12:15 PM	LUNCH
<p>TXLMC Hall of Fame Awards Luncheon</p> <p>Hall of Fame Committee</p>	<p>Speaker, Beth Schindler FMCS Deputy Director Field Operations and Hall of Fame Inductee(s)</p>
<p>Restorative Mediation: Tools & Tips (Blanco Room)</p> <p>Brenda Pryor, FMCS Commissioner (Chicago)</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>

<p>Red Light/Green Light How Would You Rule? (Llano/Pecos Room)</p> <p>Moderator is arbitrator Angie McKee. Panel arbitrators are Nadine Little, Diego Pena, and David Alexander.</p>	<p>Panel arbitrators will be presented a grievance in arbitration and asked to decide whether the grievance should be awarded or denied.</p>
<p>Houston Gulf Coast Building and Construction Trades Council Apprenticeship Readiness Program/Multi-Craft Core Curriculum (Live Oak Room)</p> <p>Paul Puente - Executive Secretary and Delegate of the Houston Gulf Coast Building and Construction Trades Council</p> <p>Dale Sanford - Apprenticeship Readiness Program / Multi- Craft Core Curriculum (ARP/MC3) Training Coordinator</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 \$15to \$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>
<p>Can We Talk? Addressing Sensitive Workplace Issues Collaboratively (Pecan Room)</p> <p>Jean Hervey, SWRJB Vice President Stephanie Collier, FMCS Commissioner</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>

Friday, June 23, 2023	
8:30 AM	Plenary Session: Updates from FMCS Beth Schindler, Associate Deputy Director Field Operations
9:15 AM	BREAK
9:30 AM	Keynote Speaker Will Bowen www.willbowen.com
10:45 AM	Closing Remarks
11:30 AM	Conference Ends