
















Day One – Monday, July 8, 2024	
11:00 AM – 1:00PM	Registration
1:00 PM	Opening Session <ul style="list-style-type: none"> • Welcome – TXLMC Chair Corey Robicheaux • Color Guard & National Anthem
1:15 PM 	Opening Address June Deadrick, Vice President of Community Relations for CenterPoint Energy
2:00 PM Plenary Session: Best Practices in Preparation for Arbitration Arbitrators: Diego Pena, Nadine Littles, and Chris Bourgeacq	Panel arbitrators will discuss the Do's and Don'ts when preparing for arbitration
  	
3:00 PM	Break



<p>3:15 PM Plenary Session: Raising the Bar Panel of TXLMC Board Members: Leonard Aguilar, Texas AFL-CIO, Secretary-Treasurer; Jean Hervey, Workers United, Executive Vice President; Walter Darr, Federal Mediation and Conciliation Service, Field Operations Manager</p> <p>Moderator, Commissioner Sa'Mecha "Sam" Echols, Federal Mediation and Conciliation Service</p> 	<p>A panel of Board Members of TXLMC will focus on improvements that foster collaboration and promotes a positive work culture through:</p> <ul style="list-style-type: none"> • Enhance Communication • Foster Collaboration • Provide Continuous Training and Development • Recognize and Reward Performance • Promote Work-Life Balance • Encourage Diversity and Inclusion
<p>3:45 PM</p>	<p>Announcements and Adjournment</p>
<p>6:00 PM</p>	<p>Evening Reception</p>
<p>Day Two - Tuesday, July 9, 2024 Schedule of Workshops</p>	<p>Workshop Description</p>
<p>8:30 AM From Novice to Natural: Empowering People with Artificial Intelligence</p> <p>Sasan Sadat-Sharifi, Vice President of Technology at Workers Assistance Program</p>	<p>Discover user-friendly AI tools that anyone in your organization can adopt, regardless of technical expertise. Through live demos and practical use cases tailored to labor and industry, learn how these powerful tools are raising the bar for productivity and innovation.</p>


	
<p>Houston Gulf Coast Building and Construction Trades Council Apprenticeship Readiness Program/Multi-Craft Core Curriculum</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>Including LGBTQIA+ People in Our Unions and Workplaces</p> <p>Jerame Davis, Pride at Work, Executive Director</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>CBA Archaeology: Unearthing the Meaning of your Collective Bargaining Agreement</p> <p>Commissioner Dan Sims, Federal Mediation and Conciliation Service</p>	<p>This training program reviews the rules of contract interpretation relevant to collective bargaining agreements and labor relations. The program also equips participants to explore how bargaining files and archives can be utilized to gain an understanding of language in dispute and</p>


	<p>prepare the parties for language dispute resolution.</p>
<p>10:30 AM</p> <p>Raising The Bar for Mental Health & Wellness in the Workplace Martha Rice, Transformation Life and Health Coach</p> 	<p>When individuals feel connected in the workplace, their mental health and performance improve; however, the consequences of the pandemic and recent changes in technology have created social isolation, illness, and family hardship which is leading to decreased feelings of connectedness. According to a Mind Share Partners study, 78% of Millennials and 81% of Gen-Z workers have given up jobs for reasons relating to their mental health.</p> <ul style="list-style-type: none"> • Learn about the state of mental health in America as we approach a disconnected culture • Learn the importance of mental health awareness in the workplace • Learn strategies for managing mental health in the workplace • Learn the importance of bridging the gap between employers, and the therapeutic industry
<p>What's Hot at the NLRB Tim Watson Regional Director Region 16 NLRB</p> 	<p>Labor law under the National Labor Relations Act continues to be an important field. It not only governs the right to form, join and assist labor unions and labor-management relations such as collective bargaining, strikes and boycotts but it also provides employees important protections, even in non-union environments.</p>
<p>Fostering Collaboration in Workforce Development: Building Stronger Labor</p>	<p>Fostering collaboration in workforce development is crucial for building stronger labor management partnerships and achieving sustainable growth. In</p>

<p>Management Partnerships for Sustainable Growth Commissioner, Sa'Mecha "Sam" Echols Federal Mediation and Conciliation Service</p> 	<p>this workshop, participants will have the opportunity to learn about effective strategies and best practices for fostering collaboration between labor and management in the context of workforce development. The workshop will cover topics such as communication, trust-building, joint problem-solving, and the role of leadership in creating a collaborative environment. Participants will also have the chance to engage in interactive activities and case studies to apply the concepts learned. By the end of the workshop, participants will gain valuable insights and practical tools to enhance collaboration in their own workforce development initiatives.</p>
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<p>12:15 PM LUNCH</p>	
<p>TXLMC Hall of Fame Awards Luncheon Hall of Fame Speaker Dr. Maria Dixon, Southern Methodist University</p> 	
<p>2:30 PM</p>	
<p>Fostering Collaboration in Workforce Development: Building Stronger Labor</p>	<p>Fostering collaboration in workforce development is crucial for building stronger labor management</p>

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<p>Wednesday, July 10, 2024</p> <p>8:30 AM Plenary Session: Updates from Federal Mediation and Conciliation Service Walter Darr, Field Operations Manager</p> 	<p>Join Federal Mediation and Conciliation Service to learn about the comprehensive conflict resolution services offered by FMCS. Learn about new labor trends and outreach opportunities.</p>
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9:15 AM	BREAK
<p data-bbox="203 268 310 296">9:30 AM</p> 	<p data-bbox="824 233 1365 296">Keynote Speaker - UNT Dallas College of Law Dean, Felicia Epps</p> <p data-bbox="824 306 1414 548">Felicia Epps joined UNT Dallas College of Law as Dean and Professor of Law effective July 1, 2018. Epps served as Professor of Law at the Florida Agricultural and Mechanical University College of Law from January 2016 to May 2018 and as Dean of the FAMU College of Law from January 2016 to May 2017.</p> <p data-bbox="824 590 1414 1188">In 1980 Dean Epps received a Bachelor of Arts Degree from Cornell College in Mt. Vernon, Iowa and was commissioned a Second Lieutenant in the United States Marine Corps. After graduating Magna Cum Laude from Creighton University School of Law in Omaha, Nebraska in 1983 she attended The Basic School in Quantico Virginia followed by Naval Justice School (NJS) in Newport Rhode Island. Epps graduated with honors from NJS and was certified as a Judge Advocate in the United States Navy. She served 10 years on active duty holding a variety of positions including Defense Counsel, Trial Counsel, Chief Military Justice Officer, Chief Civil Law Officer and Chief Legal Assistance Officer. Epps was awarded the Naval Achievement Medal and the Navy Commendation Medal while on active duty.</p> <p data-bbox="824 1230 1414 1549">Dean Epps left the USMC in 1992 having attained the rank of Major. She continued serving the community by working for Georgia Legal Services Program (GLSP) as the managing attorney of its Albany, Georgia Office. As managing attorney Epps supervised the efforts of attorneys and administrative staff in providing free legal services to low-income people in 19 counties in Southwest Georgia.</p>
10:45 AM	Closing Remarks – TXLMC Chair
11:30 AM Conference Ends	