



TEXAS
LABOR-MANAGEMENT
CONFERENCE

2025



**STRATEGIES, INSIGHTS, AND TOOLS
FOR THRIVING IN AN EVER-
CHANGING LANDSCAPE**

Hyatt Regency - San Antonio Riverwalk
Monday, July 7 - Wednesday, July 9

WELCOME

Welcome to the Texas Labor-Management Conference (TXLMC). We are excited to celebrate together and reflect on our long-standing partnerships for progress. We have an incredible lineup of engaging speakers and collaborative sessions. 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 most insightful topics and premier networking opportunities possible throughout our live program. 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 appreciate 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 and available digitally. 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.

In 2023, we celebrated our 25th anniversary TXLM conference, and we are thrilled to continue the mission each year.



CONFERENCE CHAIR

Leonard Aguilar



Leonard Aguilar, Secretary-Treasurer, is the first Latino to hold a top office in the Texas AFL-CIO. He is the second San Antonio plumber, following in the footsteps of Hank Brown, a legendary president during the 1960s. Aguilar began his career in labor as a pre-apprentice with the United Association of Plumbers & Pipefitters Local 142 in San Antonio. He worked his way up, winning election to several offices in that union and distinguishing himself as an instructor in gold-standard registered apprenticeship programs, as an organizer and as a political activist.

Later, as Executive Director of the Texas Building & Construction Trades Council and, more recently, as Political Director of the Southwest Pipe Trades Association — representing plumbers, pipe-fitters, welders and HVAC technicians in three states — Aguilar has advocated for programs that steer working people into union apprenticeships and for equal opportunity on the job. As a long-time member of the United Labor Legislative Committee, which is labor's lobbying arm in Texas, Aguilar has battled for and against legislation on topics that go well beyond the building trades and capture the aspirations of all working families.

2024-2025 BOARD OF DIRECTORS

Officers:

Leonard Aguilar, Chair, Texas AFL-CIO
Lee Forbes, Logistics, Texas AFL-CIO
Chris Blanton, Secretary, AFSCME 1624
Steve Sanders, Treasurer, ILA Local 24
Judy Cortez, Advisor, Transformation WRX Mediation and Conflict Management Firm
Dr. Corey Robicheaux, At-Large, International Longshoremens' Association (ILA) Local 1351

Board Members:

Brian Drumgo - International Longshoremens' Association (ILA) Local 24
Chris Blanton – AFSCME Local 1624
Jackie Hill-Murphy – International Longshoremens' Association (ILA) Local 1351
Jean Hervey – Southwest Regional Joint Board (Workers United/affiliate of SEIU)
Jimmy Owens – Federal Mediation and Conciliation Service (FMCS)
Jose (Joe) Martinez – International Longshoremens' Association (ILA) Local 1351
Judy Cortez – Transformation WRX Mediation and Conflict Management Firm
Larry Chamberlain – Intl Brotherhood of Electrical Workers 7th District
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Lee Forbes – Texas AFL-CIO
Leonard Aguilar – Texas AFL-CIO
Marcy Kiger – IBEW 66
Micah Dickens – ILA South Atlantic and Gulf Coast District (ILA SAGCD) / Local 1351
Nadine Littles – Arbitrator
Naomi Smith – MC Smith Mediation
Stanley Dobbins – International Longshoremens' Association (ILA) Local 24
Steve Sanders – International Longshoremens' Association (ILA) Local 24
Dr. Corey Robicheaux – International Longshoremens' Association (ILA) Local 1351
Thom McDaniel – Transport Workers Union of America
Walter Darr – Federal Mediation and Conciliation Service (FMCS)
Zaida Aguilar – International Longshoremens' Association (ILA) Local 1351

Honorary Board Members – Past Conference Chairs:

T. Corey Robicheaux, 2024, International Longshoremen's Association (ILA) Local 1351
Virginia Perez, 2023, West Gulf Maritime Association
Steve Sanders – 2022, International Longshoremen's Association (ILA) Local 24
Jalisa Sims – 2020 & 2021, NASA Johnson Space Center
Jesse San Miguel, Jr.- 2019, International Longshoremen's Association – Local #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 'Bob' Martinez – 2003 International Association of Machinists & Aerospace Workers
Gary Harrison-Ducros – 2002 Shell Chemical Company
Greg Lucero – 2001 International Brotherhood of Electrical Workers LU 66

Day One – Monday, July 7, 2025	<i>All sessions on the Ballroom level</i>
11:00 AM – 1:00PM	Registration
1:00 PM	<p>Opening Session</p> <ul style="list-style-type: none"> • Welcome – Conference Chairperson Leonard Aguilar • Presenting of Colors – Bexar County Sherriff's Office Honor Guard • Pledge of Allegiance • National Anthem - Timothy Birt-Signature Singing, Voice Lessons of San Antonio
1:15 PM	Opening Address Councilman Ric Galvan from the San Antonio City Council
1:45 PM Plenary Session: "After the Gavel" – Emily Amps, Texas AFL-CIO Politics and Policy Director	After the recent Texas Legislative Session Emily Amps will give an update on changes to State Labor Law that could impact Texas workers and management.
2:45 PM	Break <i>(Refreshments served in foyer)</i>
3:00 PM Plenary Session: Get Your "Day in Court" -- Arbitration for Labor Management Disputes – Arbitrator Alec Chapa	Arbitration is one of the most common alternatives to litigation yet is commonly misunderstood. Too often, the needed clarity comes only after mandatory arbitration agreements are signed and issues are boiling. This presentation offers a clear overview of arbitration and how it compares to other dispute resolution processes, including mediation and litigation. Participants will learn how arbitration works in practice <i>before</i> disputes are knocking at the door: how arbitrators are selected, how fees are handled, and how to initiate the process. The session will also explore how arbitration can be combined with other approaches, such as mediation, to resolve disputes more efficiently and with greater control over outcomes. Ideal for those navigating workplace, commercial, or organizational conflicts, this session demystifies arbitration and equips participants with practical insights for making informed choices in dispute resolution.
4:30 PM	Announcements and Adjournment
6:00 PM	Evening Reception – CASINO NIGHT (Ballroom) <i>Join us for Dinner Buffet, Fun, and Festivities!</i>

Day Two – Tuesday, July 8, 2025 Schedule of Workshops	Workshop Description
7:30 AM – 8:30 AM BREAKFAST SERVED	<i>Buffet @ Ballroom Foyer</i>
8:30 AM – 12:00 PM REGISTRATION OPEN	<i>Registration open until lunch</i>
8:30 AM – 10:00 AM <i>1st Round of Workshops</i>	<i>All workshops on ballroom level @ Regency F-G-H</i>
“Red Light / Green Light” Arbitrators Panel Discussion – Arbitrator David Aaron Desoto and Arbitrator June A. Mann <i>Moderator: Naomi Smith</i>	<p>This program will provide an overview of arbitration, its purpose, and its design of efficiency. The hearing process will be examined from a practical point of view, including tips for organization and presentation, witness preparation, and cost-efficient use of technology. Emphasis will be placed on how to thrive in an arbitration before any organization, panel, or individual.</p>
The Future of the Workplace: How to Recruit, Retain, and Develop a New Mix of 4 Generations – Scott Lesnick <i>Moderator: Brian Drumgo</i>	<p>Get ready for a dynamic, eye-opening session that dives deep into one of today’s most pressing labor and management challenges—how to unite four (soon five) generations in the workplace for greater success, stronger leadership, and improved communication.</p> <p>In this innovative and interactive workshop, international keynote speaker Scott Lesnick blends humor, compelling insights, and real-world data to explore the evolving generational landscape—offering immediately usable strategies for recruiting, retaining, and developing a diverse multigenerational workforce. By 2026, Traditionalists will be nearly phased out and Generation Alpha—the largest generation yet—will begin entering the workforce. As the generational landscape continues to shift, organizations must be equipped to address differing expectations, communication styles, and workplace values with clarity, adaptability, and most of all—respect.</p> <p>This workshop goes beyond outdated generational stereotypes and delivers powerful, practical tools to create healthier, more collaborative workplace cultures. Whether you’re in labor or management, this session helps you lead with empathy, communicate across age groups, and build environments where everyone works better.</p>



<p>Workforce Development Panel – The Texas Climate Jobs Project <i>Moderator: Leonard Aguilar</i></p>	<p>Advancing a pro-climate and pro-worker agenda through its workforce development in the construction industry.</p> <p>The Texas Climate Jobs Project (TCJP) launched in July 2021 and is a coalition of Texas labor unions from across Texas united to fight climate change and reverse income inequality in the country's energy capital. The coalition advocates for long-term solutions to these intertwined crises by pushing state and local lawmakers to tap the state's massive renewable energy potential and create millions of new family-sustaining union jobs.</p>
<p>10:30 AM – 12:00 PM <i>2nd Round of Workshops</i></p>	
<p>“Talk It Out, Don’t Write It Up” - Kurtis Beggs and Le Legrand from TWU Local 556 <i>Moderator: Thom McDaniel</i></p>	<p>How to succeed in peer-based professional standards – a proven success program from Southwest Airlines.</p>
<p>“Trauma on the Team during economic divergency and workforce instability.” - Judy Cortez and Myla Hite <i>Moderator: Judy Cortez</i></p>	<p>In times of uncertainty, abrupt changes in workplace philosophy can trigger anxiety, confusion, and even trauma among employees. This session examines the impact of broken expectations, unexpected losses, and workplace instability on both management and labor. We will examine trauma that shapes bargaining dynamics and negotiations while providing practical strategies to support employees and union members through the turmoil. Attendees will gain meaningful insights, actionable tips, and a deeper understanding of the processes that can help stabilize workplace relationships during challenging transitions. Presented by Judy Cortez and Myla Hite</p>
<p>Mental Health Program and the importance of Peer Support – Vitalcog - Ben Bradshaw Business Manager, UA Local 100 <i>Moderator: Larry Chamberlain</i></p>	<p>VitalCog workshop is a wonderful training developed by the Helen and Arthur E. Johnson Depression Center at the University of Colorado Anschutz Medical Campus. The presenter has firsthand knowledge that this training has been used by multiple people to save lives.</p>



HALL OF FAME LUNCHEON

2025

Day Two – Tuesday, July 8, 2025

12:15pm to 2:00pm

PRESENTED BY HALL OF FAME COMMITTEE

12:15pm	Lunch
	Hall of Fame Committee Welcome
12:45pm	Opening Address
	Introduction of Keynote Speaker, Mr. Stephen L. Williams, MEd, MPA, Past TxLMC Hall of Fame and Director Houston Health Department
1:15pm	Inductee Introductions and Awards
	Hall of Fame Committee
2:00 pm	Closing

CONGRATULATIONS TO THE 2025 HALL OF FAME INDUCTEES

Ms. Cathy Stevens



Stevens Consulting.
*Mediation, Facilitation,
Training,
Organizational Change
Management*

Cathy Stevens brings 10 years of Labor/Management facilitation, mediation, consulting, and training experience from her work with the Federal Mediation and Conciliation Service.

Before joining the agency, she worked as an independent consultant, mediator, and facilitator with her own company, Stevens Consulting. Her clients included premier health care and Fortune 100 companies including Kaiser Permanente, Chevron Chemical, Chevron Oil, and Pacific Gas & Electric. In addition, she has worked with BART, the cities of Oakland, San Francisco and Richmond, and a number of California school districts and colleges. Her work with labor unions included affiliates of SEIU, IBEW, ATU, PACE, AFSCME, IFTPE, OPEIU, and AFT, CTA, and CSEA.

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

She has developed and delivered training and workshops on Interest-based Bargaining, labor-management partnerships, mediation, communication, change management, and conflict resolution, and has been the keynote speaker at a variety of conferences. Additionally, she has published articles for the Society of Professionals in Dispute Resolution, the Center for Collaborative Solutions, and the American Bar Association among others.

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

Congratulations Cathy—from Tx. Labor Management Conference Committee

**Ms. Carol Guthrie**

AFSCME Local 1624
Business Manager

Carol Guthrie has dedicated over four decades to fighting for public service employees in Texas. She is a visionary labor leader, a respected negotiator, and a steadfast voice for dignity and fairness in the workplace. As Business Manager of AFSCME Local 1624, Carol leads one of the largest and most influential public employee unions in Central Texas, representing nearly 5,000 workers across the City of Austin and Travis County. Her legacy is built not just on policy wins, but on the deep relationships, principled leadership, and everyday commitment to workers that define her career.

Carol began her public service journey in the early 1980s as a City of Austin employee with a background in accounting—a skill set that gave her a rare and valuable mastery of municipal finance. That fluency with city budgets and operational systems quickly became a foundation for her union work. She brought numbers to the table, not just rhetoric, and used her knowledge to hold departments accountable, advocate for transparency, and ensure that labor proposals were not just righteous, but rock solid.

Her commitment to the labor movement quickly deepened, and she rose through the ranks of AFSCME Local 1624, serving as Chief Grievance Representative before becoming the union's first-ever Hispanic female Business Manager—a historic milestone in what had long been a male-dominated space. Carol never asked for special treatment—she simply outworked, out-prepared, and outlasted. Her clear and direct approach, combined with strategic insight, has established her as a trusted presence at the table.

One of her most enduring achievements was serving as chief architect of the City of Austin's Municipal Civil Service (MCS) Guidelines—a pivotal framework that established clear and consistent job protections for thousands of public employees. In a state without collective bargaining rights, the MCS system provided a backbone for due process, fairness, and worker voice—foundational to the union's advocacy to this day.

Carol has steered Local 1624 through some of its most challenging moments, including the COVID-19 pandemic, where she helped the union not only survive but emerge stronger. Under her leadership, the union pushed for and won critical health and safety protections, remote work policies, and hazard mitigation plans. She expanded communication infrastructure, deepened member engagement, and ensured that workers' voices were front and center—even when buildings were closed and fear was high.

She has also been a leading force behind significant policy advancements, including championing Paid Family Leave at both the City of Austin and Travis County—a transformative benefit that has set a new standard for public employees in Texas.

Beyond her local work, Carol's influence spans across the state and nation. She has served as a labor liaison to the Democratic Party at the local, state, and national levels, where she is widely viewed as an expert on issues facing public service workers.

She has played key roles in organizing and revitalizing several other AFSCME locals, including HOPE Local 123 and AFSCME Local 1550 in Houston, and AFSCME Local 2021 in San Antonio—expanding the reach and power of organized labor throughout Texas.

Carol is also a graduate of the Harvard Trade Union Program, one of the most prestigious and intensive labor training programs in the country. There, she sharpened her strategic vision, studied labor trends, and brought back insights that have helped shape AFSCME 1624's internal development and external advocacy.

Through it all, Carol has built one of the most effective grievance teams in the state. Her ability to defuse conflicts, clarify policy gaps, and hold management accountable—while preserving long-term working relationships—is a masterclass in labor-management



relations. A recent example: when union members raised concerns about a third-party background check initiative, Carol didn't escalate. She listened. She gathered facts. She contacted HR and initiated a respectful, fact-based discussion.

Within 48 hours, the City revised the program, clarified its scope, and prevented harm. Carol's approach didn't just win a fight—it preserved trust. And that's what she does best. Carol's days are filled with phone calls, texts, and emails from employees, supervisors, elected officials, and city staff. She leads negotiations, drafts policy language, attends grievance meetings, trains staff, and mentors the next generation of labor leaders. Her work is often behind the scenes, but it is the foundation on which countless improvements have been built.

And perhaps most importantly, she has done all this while raising a family. Carol is a proud mother of two and wife, managing the demands of labor leadership and home life with strength, patience, and humility. She has spent over 40 years balancing the needs of her union family and her own—and doing so in a way that models what it means to be a full person in the movement.

In a time when labor is evolving and new challenges arise every day, Carol Guthrie's example remains powerful. Carol rose through the ranks of a labor movement that had long been shaped by male leadership. By bringing her full voice, deep knowledge, and undeniable grit to the table, she helped reshape those spaces—paving the way for more inclusive leadership across Texas and beyond.

Carol's style is firm but fair. She'll go toe-to-toe with department heads when needed, but she'll also shake their hand and find common ground when possible. She's tough in negotiations, but never makes it personal. Her reputation—across labor and management—is that of a straight shooter, someone whose word means something. Carol Guthrie's nomination to the Texas Labor Management Conference Hall of Fame is not just a recognition of past accomplishments—it's an acknowledgment of a legacy still being written. She has shaped policy, empowered workers, influenced leaders, and helped define labor-management relations in Texas. Her example continues to inspire, to challenge, and to guide.

For those who believe in fairness, in worker dignity, and in the power of collaboration, Carol Guthrie is the gold standard.

Congratulations Carol—from Tx. Labor Management Conference Committee

2:30 PM - 4:00 PM 3 rd Round of <i>Workshops</i>	<i>All workshops on ballroom level @ Regency F-G-H</i>
Critical Incident Stress Management (CISM) at Southwest Airlines – Eileen Rodriguez, TWU Local 556 CISM Chairperson <i>Moderator: Thom McDaniel</i>	Peer-based and company/union supported critical incident stress management to deal with post-traumatic stress events as proven successful at Southwest Airlines.
Using Artificial Intelligence (AI) at the Bargaining Table: Harnessing Technology for Smarter Negotiations – Myla Hite <i>Moderator: Judy Cortez</i>	Explore how artificial intelligence is reshaping and raising the bar in collective bargaining. Through real-world examples, gain insight into AI tools and how they are used to boost efficiency at the bargaining table, while understanding ethical considerations. Stay ahead of the curve and bring smarter strategies to your next negotiation.
“Reasoning Revolution: Next-Gen AI in our Hands Today” - Sasan Sadat-Sharifi with the Workers Assistance Program <i>Moderator: Lee Forbes</i>	2025 is the year of mass AI adoption. But, few are taking advantage of the latest “reasoning” models, which are many times more intelligent and capable than “default” models. Discover how these next-gen AI tools help us to thrive in an ever-changing landscape.
4:00 PM Sessions end	<i>Free evening to explore San Antonio!</i>



<p>Day 3: Wednesday, July 9, 2025</p>	
<p>7:30 AM – 8:30 AM BREAKFAST SERVED</p>	<p><i>Buffet @ Ballroom Foyer</i></p>
<p>8:30 AM Adrian Lopez – CEO – Workforce Solutions Alamo</p>	<p><u>Plenary Session:</u> Adrian Lopez has more than 25 years of community and economic development experience. He has dedicated his career to public service, working in City, County, Council of Governments, non-profits, local housing authorities and currently as the CEO for Workforce Solutions Alamo – leading one of the 28 workforce boards in the State of Texas. His background includes grant management, infrastructure development, housing, social services, workforce development, commercial revitalization, administering incentive programs, and building collaborations. His work includes nationally recognized programs. Most recently, Adrian led the workforce development response to the pandemic where the 13-County Alamo Region witnessed more than 330,000 job losses. His commitment to serving the community extends beyond his professional pursuits, having held numerous civic positions to serve children and families. Adrian holds a Bachelor of Sociology and Political Science degree from St. Mary’s University.</p>
<p>9:15 AM</p>	<p>BREAK</p>
<p>9:30 AM Transformational Labor/Management Leadership: Building Organizational Productivity, Collaboration & Strategies from the Inside/Out4 Featuring Keynote Speaker: Scott Lesnick</p>	<p><u>Keynote Address:</u> In an era of nonstop change and rising outside pressures—from economic instability and policy shifts to strikes, mediation, and arbitration—labor and management professionals are being called to lead with greater adaptability, clarity, and resilience than ever before. Today’s workforce is not simply asking for perks—they’re demanding purpose. Employees want to be treated like adults, trusted with responsibility, and given the freedom to succeed. And the research is clear: people don’t leave jobs—they leave cultures that ignore their well-being, undervalue their input, and fail to adapt to a changing world. This high-impact keynote explores how transformational leadership from both labor and management can shape a workplace that is productive, engaged, and future-ready—from the inside out. Attendees will gain actionable strategies to address performance issues with compassion, navigate conflict without escalation, and lead teams that thrive—especially in high-pressure</p>

	<p>environments where emotional strain, irregular hours, and burnout are common.</p> <p>Grounded in real-world experience, this keynote addresses the outside forces and internal dynamics that impact employees daily. You'll learn how to lead through resistance, improve communication, and build collaboration across traditional divides—all while staying focused on what truly matters: the people doing the work.</p> <p>Whether you're a union representative, mediator/arbitrator, HR leader, operations director, or executive, this session offers a bold new approach to thriving in an ever-changing labor landscape. This session will leave your attendees energized, empowered, and equipped to build a workplace culture that is not only ready for the future—but committed to thriving in it.</p> <p>Key Takeaways:</p> <ol style="list-style-type: none"> 1. Lead and Navigate Positive Change with Confidence: Learn proven methods to foster collaboration and lead teams through difficult transitions with resilience and trust. 2. Implement 7 Powerful, Research-Backed Actions to Boost Inclusion: Based on a five-year survey, these steps strengthen communication and create a culture where diverse voices are heard and valued. 3. Address Emotional, Physical, and Performance Challenges with Empathy: Understand how to support employees facing burnout, personal hardship, or inconsistent performance—and how to respond in ways that strengthen rather than divide. 4. Develop Agile Leadership for a Shifting Landscape: Craft a leadership vision that evolves with labor trends, generational shifts, and organizational growth. 5. Use 3 Simple Tools to Reduce Stress and Boost Productivity: Equip your team with easy, science-backed strategies to stay engaged and focused—even when outside pressures intensify.
10:45 AM	Closing Remarks – TXLMC Board ***Raffle, Door Prize, & 50/50 Drawings***
11:30 AM	Conference Ends
12:00 PM	Board Meeting: TXLMC Chair, Officers, Board <i>Attendees interested in joining the TXLMC board may meet in the Chula Vista Boardroom!</i>

2025 SPONSORS

*The Texas Labor-Management Conference Board of Directors
is grateful to our many generous sponsors.*

LEGACY LEVEL

International Longshoremen's Association (ILA)
Local 1351

Texas State Association of Electrical Workers
(TSAEW)

MILLENNIUM LEVEL

West Gulf Maritime Association (WGMA)

PLATINUM LEVEL

CenterPoint Energy
IBEW Local 66

CASINO NIGHT & HALL OF FAME

International Longshoremen's Association (ILA)
Local 24

Transport Workers Union of America

CONFERENCE GIFT

IBEW Local 278

GOLD LEVEL

Texas AFL-CIO
UA Local 100

VIRTUAL LEVEL

Plumbers Local Union 68

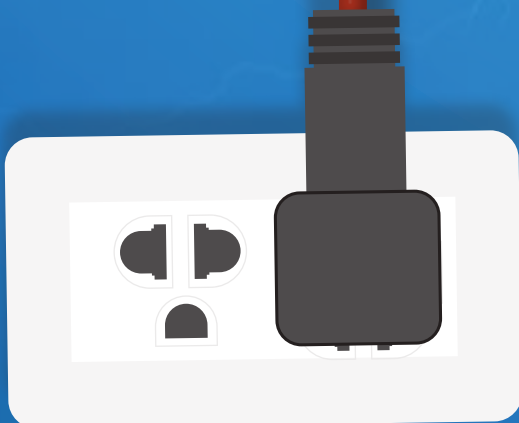


Supporting the 2025

txlmu

conference

**Texas State Association
of Electrical Workers**





INTERNATIONAL LONGSHOREMEN'S ASSOCIATION STEAMSHIP CLERKS AND CHECKERS

Local 1351

We would like to congratulate the TXLMC board, speakers, panelists, and attendees on a successful 2025 conference. We extend a special toast to this year's hall of fame inductees!

Bill Williams Jr. - *President*
Corey Robicheaux - *Vice President*
Paul Johnson - *Secretary-Treasurer*
Corey Collins - *Business Agent*
Colin Rae IV - *Business Agent*
Jeff Lovercheck - *Sergeant-At-Arms*
Delana Walker - *Administrative Assistant*

Executive Board:

Casey Mize
Jackie Hill-Murphy
Tom Anglin
Robert Garza
Joe Martinez

Contract Committee:

Bill Williams Jr.
Paul Johnson
Tom Anglin
Donald Taylor

Audit Committee:

Jackie Hill-Murphy
Zaida Aguilar
Joe Martinez

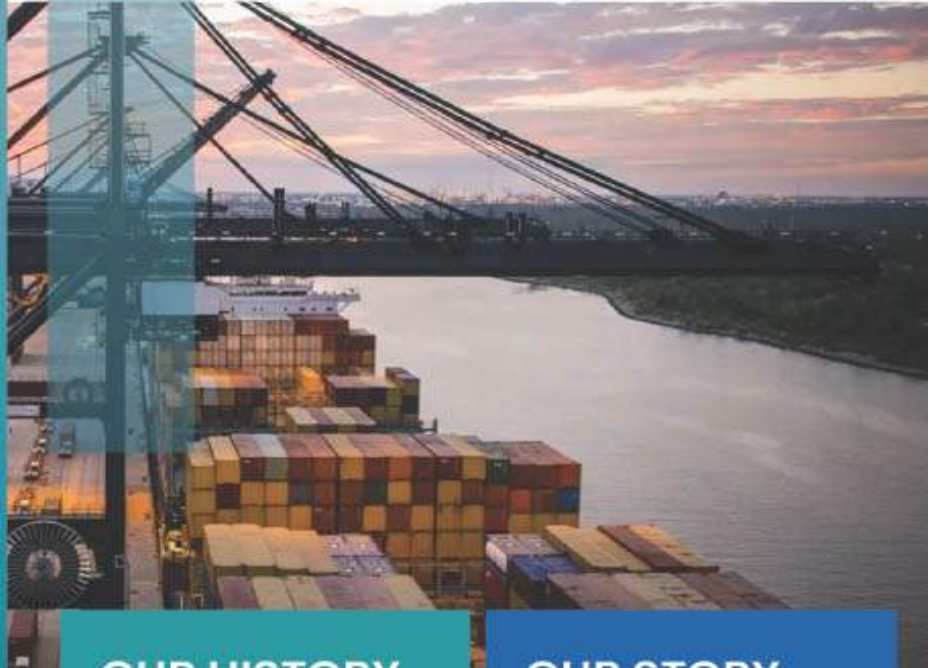




www.wgma.org



"Your Partner for Progress"



OUR HISTORY

Organized in 1968, the West Gulf Maritime Association (WGMA) embraced within one association steamship owners, operators, agents along with stevedoring, and terminal companies located in Texas. Today the Association has grown to over 200 members throughout the Gulf of Mexico.

OUR STORY

We negotiate and administer various multi-employer collective bargaining agreements with the ILA. The WGMA provides payroll, payroll support services, and processes grievances. In addition, we coordinate the training of longshore workers to promote a safe and efficient working environment.

WHAT WE DO



Service Hub

WGMA administers payroll services for labor. We coordinate and process grievances, training, and other labor related activities.



Communication

We communicate and coordinate industry issues with various governmental entities in a unified voice.



Informational

Our Daily Industry Update Report provides information on news, events, and forums impacting navigational, environmental, and safety concerns in the maritime industry.



Community

We conduct town hall meetings to give members an opportunity to network and hear the latest activities, news, and developments impacting businesses in the maritime industry.

OUR VISION

The WGMA plays a significant role as a partner for progress in the maritime field. By working towards the betterment of our members, partners, and the industry as a whole, we contribute to the advancement and sustainability of maritime operations and services.

OUR MISSION

We serve our members and partners in the maritime industry by fostering a strong, stable and dependable workforce as well as providing crucial information and representation. We are dedicated to the well-being of our members, partners, and the maritime industry as a whole.





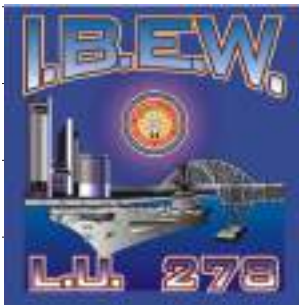
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NOTES:

- Please complete surveys! We value your feedback.



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