



**THE ASSOCIATION OF LABOR RELATIONS AGENCIES  
67th ANNUAL CONFERENCE**

**Boston, Massachusetts  
Boston Park Plaza Hotel**

***Conference Agenda***

***Individual and Collective Rights: Finding a Structure that Works***

Saturday July 21, 2018

1:00 p.m. – 5:00 p.m.                    **ALRAcademy**

Intended for first-time ALRA members or ALRA members who have not recently attended an ALRA conference, this workshop will provide attendees with touchstone information about ALRA's history, structure and its benefits and value for members. It also provides participants with an opportunity to reflect on the principles of neutrality and discuss its practical applications for members and staff of labor relations and mediation agencies. The workshop includes a comparative analysis of US and Canadian labor law frameworks, allowing participants to learn from agency practitioners in various jurisdictions.

***Statler Room***

*Facilitators*

Scot Beckenbaugh  
Ginette Brazeau  
Tim Noonan

Deputy Director, Federal Mediation and Conciliation Service – US  
Chairperson, Canada Industrial Relations Board  
Executive Director, Vermont Labor Relations Board

1:00 p.m. – 1:15 p.m.                    Introduction to ALRAcademy & Introduction of Attendees

1:15 p.m. – 2:30 p.m.                    World of Labor Relations: US and Canada

- General Overview
- Access to Collective Bargaining (Representation)
- Unfair Labor Practices

2:30 p.m. – 2:45 p.m.                    Health Break

2:45 p.m. – 3:45 p.m.                    Concepts of Neutrality

- Discussion of ALRA Neutrality Project
- Scenarios

6:00 p.m. – 8:00 p.m.                    **Welcome Reception for Delegates – *Georgian Room***

[Sunday July 23, 2018](#)

Breakfast – On your own.

10:00 a.m. – 11:30 a.m.                    **Roundtable Discussions**

Join a group of member agency practitioners in a facilitated discussion to exchange views, practical advice and “best practices” on common challenges facing member agencies.

***Administrators/General Counsel Roundtable – St. James Room***

*Facilitators*

Virginia Adamson,                    Executive Director and General Counsel, Public Service Labour and  
Employment Relations Board (PSLERB)

Sarah Cudahy                    Executive Director and General Counsel, Indiana Education Employees  
Relations Board

***Board and Commission Members/Adjudicators, Tremont Room***

*Facilitators*

Ginette Brazeau                    Chairperson, Canada Industrial Relations Board  
Susan Panepento                    Chair, New York City Office of Collective Bargaining

***Mediators, Statler Room***

Michael Franczak                    Regional Director, FMCS – US  
Peter Simpson                    Director General, FMCS - Canada

11:30 a.m. – 1:00 p.m.                    **Brunch – Grand Ballroom B**

Perspectives: Labor History in Massachusetts

Tom Juravich, PhD                    Interim Director, Labor Center, University of Massachusetts, Amherst

1:00 p.m. – 1:45 p.m.                    **Representation Developments,**

Panel members will discuss current developments and trends emanating from US and Canada at both the state and federal levels, including recent developments in Canadian law that may be precursors or indicators of a broader shift in labor policy. ***Statler Room***

Mike Sellars                    Executive Director, Washington State Public Employment  
Relations Commission

Natalie Zawadowsky                    Regional Director, Canada Industrial Relations Board

1:45 p.m. – 2:00 p.m.                    **Health Break, Statler Foyer**

2:00 p.m. – 3:00 p.m.                    **Mind Mapping**

Traditional brainstorming methods, like flip charting, can interrupt the flow of ideas as parties pause to sort, combine, or otherwise organize their ideas. "Mind mapping" recognizes the brain's natural way of organizing information and provides parties with a powerful problem-solving tool. **Statler Room**

Javier Ramirez                              Director of Field Programs and Innovation, FMCS – US

3:00 p.m.                                      **Optional Boston Outings**

See handout for suggested activities.

6:00 -9:00 p.m.                              **Starlight Dinner Cruise – Pre-registration required**

Board at Rowes's Wharf, Gate B, 6:00 p.m. Cruise from 7-9 p.m.

[Monday July 23, 2018 – Advocates' Day](#)

See Separate Agenda

[Tuesday July 24, 2018](#)

7:15 a.m. – 8:15 a.m. –Continental Breakfast, **Statler Room**

8:30 a.m. - 9:30 a.m.

**Navigating Mental Health Issues within the Conflict**

**Dr. Kathy Sanders**, Deputy Commissioner, Massachusetts Department of Mental Health (DMH)

9:30 a.m. – 9:45 a.m.

**Health Break**

9:45 a.m. – 12:00 p.m.

**Concurrent Workshops**

**Adjudicator Workshop: Adjudicating when Mental Health Issues Impact the Conflict.**

Building on the preceding plenary session, this interactive session will identify tools that adjudicators can use to address the impact that mental health issues can have before, during and after the hearing.

**Newbury Room**

*Facilitators*

Susan Atwater

Chief Hearing Officer, Massachusetts Department of Labor Relations

Dr. Margaret Guyer

Special Assistant to the Deputy Commissioner of Clinical and Professional Services, DMH

**Mediator Workshops (2): Facilitating Resolution when Mental Health Issues Impact the Conflict.**

Building on the preceding plenary session, this interactive session will identify tools for mediators to address the impact that mental health issues can have on the conflict

*Facilitators – Tremont Room*

Lucie Morneault

Director, Mediation and Dispute Resolution Services, PSLERB

Dr. Kenneth Mitchell Northeast Area Medical Director, DMH

**Facilitators – Statler Room**

Scot Beckenbaugh, Deputy Director, FMCS – US

Dr. Kathy Sanders – Deputy Commissioner, DMH

12:00 p.m. **Lunch, Statler Room**

1:00 p.m. – 2:30 p.m. **The Basics of Ethics**

*Facilitators*

Jarrod Baboushkin Chief Conciliation and Mediation Officer, Labour Services Branch, Nova Scotia Labour and Advanced Education

Eileen Hennessey Counsel, National Mediation Board

In this facilitated discussion, participants will use case scenarios to address questions of public perception, potential biases and other ethical considerations that mediators, adjudicators and administrators may face in their professional and social interactions. **Statler Room**

2:30 p.m. – 3:15 p.m. **Annual General Meeting, Statler Room**

Review of the Association's business

Presentation of the Conference site for the 2019 ALRA Conference – Cincinnati, Ohio

3:15 p.m. – 4:30 p.m. **Executive Board Meeting, Cabot Room**

6:00 p.m. – 7:00 p.m. **Reception, Avenue 34, Loft**

7:00 p.m. – 9:00 p.m. **Closing Banquet, Avenue 34**