



**ASSOCIATION OF LABOR RELATIONS AGENCIES  
72nd ANNUAL CONFERENCE  
July 27–30, 2024  
Detroit, Michigan**

***Serving the Public Interest***

Since 2020, technology and demographic changes have rapidly redesigned workplaces across the world. This year’s conference examines how to best serve the “Public Interest” while navigating these ongoing changes.

***Conference Agenda***

**Saturday, July 27, 2024**

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

This workshop provides members of ALRA with touchstone information about the ALRA organization, its benefits and value for members. It also provides participants with an opportunity to reflect on the principle of neutrality and discuss how it translates in practical terms for members and staff of labor relations and mediation agencies. This workshop offers a forum for comparative analysis of US and Canadian labor law frameworks and an opportunity to learn from practices in various jurisdictions relating to mediation and adjudication of labor disputes.

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

1:15 p.m. – 2:15 p.m.     **Labor Relations Today**

2:15 p.m. – 2:30 p.m.     ***Health Break***

2:30 p.m. – 3:30 p.m.     **Neutrality and Success Today**

3:30 p.m. – 3:45 p.m.     ***Health Break***

3:45 p.m. – 4:45 p.m.     **Concurrent Breakout Sessions**

- **Mediators**
- **Non-Mediators**

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

## Sunday, July 28, 2024

- 8:30 a.m. **Welcome**
- 8:45 a.m. – 9:45 a.m. **Part 1: Balancing Our Role as Public Servants to Meet the Changing Needs of the Public (John Higgins)**
- 9:45 a.m. – 10:00 a.m. ***Health Break***
- 10:00 a.m. – 11:00 p.m. **Part II: Balancing Our Role as Public Servants to Meet the Changing Needs of the Public (Breakout Groups)**
- **Institutional (Mary Beth Hennessy-Shotter & Jennifer Glougie)**
  - **Mediators (Julie Beauchesne and Christy Yoshitomi)**
  - **Adjudicators (Joe Tansino and Elizabeth Cameron)**
- 11:00 p.m. – 11:15p.m. ***Health Break***
- 11:15 p.m. – 12 p.m. **Harnessing Technology & Artificial Intelligence for Labor Relations  
*(Alec Scarlet & Robert Chiaravalli & Sidney McBride)***
- 12 p.m. – 12:45 p.m. **Lunch**
- 12:45 p.m. – 1:45 p.m. **Concurrent Workshops**
- **Humanizing The Economic Discussion in Bargaining (Kevin Hawkins & Tom Melancon)**
  - **Technological Innovations That Are Moving Public Agencies Forward (Edith Bramwell)**
- 1:45 p.m. – 2:00 p.m. **Health Break**
- 2:00 p.m. – 3:00 p.m. **Gender Neutral Pronouns & Getting It Right- Choices of Inclusivity (Jay Kaplan)**
- 3:00 p.m. – 4:00 p.m. **Concurrent Workshops**
- **US Roundtable (Susan Panepento)**
  - **Canadian Roundtable (Brian O’Byrne)**

## Monday, July 29, 2024 – Advocates’ Day

**SEPARATE AGENDA**

## Tuesday, July 30, 2024

8:00 a.m. – 9:00 a.m.	<b>Concurrent Workshops</b> <ul style="list-style-type: none"><li>• <b>Mediator Track: “Early” Strike Authorizations &amp; Other Bargaining Trends (Johnny Villarreal &amp; Lindsay Foley)</b></li><li>• <b>Adjudicator Track: Confronting Biases: Evaluating Witness Credibility (Karine Pelletier and Sarah Karpinen )</b></li><li>• <b>Institutional Track: Innovative e-Processes—Elections &amp; more (Sylvie Guilbert &amp; Sidney McBride; Bryan Davis- moderator)</b></li></ul>
9:00 a.m. – 9:15 a.m.	<b>Health Break</b>
9:15 a.m. – 10:15 a.m.	<b>Concurrent Workshops</b> <ul style="list-style-type: none"><li>• <b>Mediator Track: Responding to New Organizing Methods (Peter Ohr &amp; Travis Kearns)</b></li><li>• <b>Adjudicator Track: Conducting Hearings &amp; Writing Decisions (Lisa Slover)</b></li><li>• <b>Institutional Track: Emerging AI: Is Your Agency Ready? (Jennifer Glougie &amp; Jake May)</b></li></ul>
10:15 a.m. –10:30 a.m.	<b>Health Break</b>
10:30 a.m. -11:30 p.m.	<b>How We Define Success as Neutrals (Fazal Bhimji &amp; Mike Sellars)</b>
11:30 a.m. – 11:45a.m.	<b>Health Break</b>
11:45 a.m. – 12:30 p.m.	<b>Technology Experience Project (Kevin Hawkins and Tom Melancon)</b>
12:30p.m. – 1:00 p.m.	<b>Lunch</b>
1:00 p.m. –2:00 p.m.	<b>“Acting Out” Ethics (ALRA Professional Development Committee)</b>
2:00 p.m. –2:15 p.m.	<b>Health Break</b>
2:15p.m. –3:00 p.m.	<b>Recap &amp; Discussion</b>
3:00p.m. –3:45 p.m.	<b>General Meeting</b>
3:45 p.m. –5:00 p.m.	<b>Executive Board Meeting</b>
6:00 p.m. –7:00 p.m.	<b>Break</b>
7:00 p.m. –9:00 p.m.	<b>Closing Banquet</b>