

**SFLERP**SOCIETY OF FEDERAL LABOR &
EMPLOYEE RELATIONS PROFESSIONALS**MANAGEMENT • LABOR • NEUTRALS**

The Blended Voice of Management, Labor & Neutrals in the Federal Sector

43rd ANNUAL SYMPOSIUM – PROGRAM*

Hilton Crystal City Hotel

2399 Jefferson Davis Highway, Arlington, VA

Thursday, April 28, 2016**8:00am Registration Opens. Coffee and Breads****8:30am Welcome: Scott Schwartz, SFLERP President****8:45am - 10:15am 3 Concurrent Workshops****Workshop A New Developments in Employee Relations**

This workshop examines the latest developments in case law from the Merit Systems Protection Board. *Michael Bogdanow, MSPB*

**Workshop B Expedited Federal Sector Collective Bargaining Agreements:
Can it be done or are we going to bargain for years on end.**

Federal Sector term-bargaining (Collective Bargaining Agreements) has an expiration date but rarely get bargained to completion near that date. In some cases CBA's take years to bargain. Why does that happen and is there a better way to bargain CBA's. Experienced advocates discuss strategies and experiences in expedited bargaining, including ground rules with time limits and concentrated or condensed bargaining. With official time in the headlines this form of bargaining deserves examination and discussion. *Dennis DeMay, President, NCFLL; Rich Giacalone, Commissioner, FMCS; Sydney Rose, Head of HR, DOL*

**Workshop C Essential Topics and Issues to Consider for Advocates Who
Arbitrate Federal Sector Cases**

This workshop addresses pertinent topics and issues that arise in arbitration cases in the federal sector. The panel of well-known arbitrators will focus on increasing the skills of advocates who arbitrate these cases. *Arbitrators Michael Fischetti, Sean Rogers and Gail Smith*

10:15am - 10:30am Coffee Break**10:30am - 12:00pm 3 Concurrent Workshops****Workshop D Managing Conflict in a Union Environment**

This workshop will provide an introduction to conflict and conflict management within a union environment. This presentation is geared toward employee and labor relations practitioners, union officials and stewards, along with supervisors and managers of bargaining unit employees. Participants will receive an overview covering union and management roles and responsibilities; a review of conflict and the basis for conflicts between labor and management in the Federal sector; and tips for minimizing such conflict. *Michael Stein, HUD*

Workshop K **FLRA Guidance on Meetings**

This workshop will assist parties in determining their respective rights and obligations during formal discussions, investigatory examinations, and other meetings or discussions that may trigger representational rights under the Federal Service Labor-Management Relations Statute.

Kurt Rumsfeld, Assistant GC for Operations, Legal Policy, and Representation Casehandling, FLRA; Joe Schimansky, Executive Director, FSIP; Gina Grippando, Counsel for Regulatory and Public Affairs, FLRA

Workshop L **Living with the Grievance Process**

This workshop will answer questions about the grievance process and give you the tools you need to ensure that your grievance process is effective in resolving workplace disputes. You will understand how to properly evaluate grievances, conduct a grievance meeting, develop an appropriate grievance response and ensure that your grievance process is fair, transparent and effective. Participants will have an opportunity to participate in a roll play. *Domenic Murgio, CFPB*

4:45pm - 6:00pm **Reception for Symposium Attendees**

Friday, April 29, 2016

8:00am - 8:45am **Registration, Coffee and Breads**

8:45am - 10:15am **3 Concurrent Workshops**

Workshop M **Within-Grade Increases: Eligibility, Denials and Appeals**

Within-grade Increases (WGI's) are a unique kind of pay action tied to both performance and length of service and some of the procedures related to denials may be confused with requirements for unacceptable performance actions. This workshop will cover the regulatory requirements regarding waiting periods, equivalent increases, and acceptable level of competence determinations for both GS and FWS employees. Negative determinations, denials, and grievances and appeals tied to denials will also be addressed, including important rulings from the MSPB on WGI denial cases. *Barbara Haga, Fed HR Services, Inc.*

Workshop N **Attorney Fees in Federal Sector Arbitration**

Claims for attorney fees are common in labor arbitration in the federal sector, and requests for fees and oppositions to those requests involve unique and technical issues distinct from those addressed in the merits phase of the arbitration. In this workshop, we will review the statutory frameworks underlying requests for attorney fees in federal sector arbitration. We will review the use of the Laffey Matrix and other standards for determining reasonable hourly rates as well as the standards applicable to arbitral discretion to reduce or enhance compensation for hours for which fees are awarded. Finally, we will consider, via hypotheticals, a number of issues that agency and union advocates should consider before sending their submissions on attorney fees to the arbitrator. *Arbitrator Keith D. Greenberg, Esq.*

Workshop O **Arbitration Advocacy Skills: X-Factor & Inner Game of Arbitration The Discharge of Roger Crafty**

This arbitration advocacy skills presentation is a mock arbitration hearing stressing the importance of the handling challenging events at hearing as they unfold. The presentation is intended primarily for Federal Sector management and union arbitration advocates and representatives with labor relations responsibilities, although it will also benefit neutrals who work, or seek to work, in the Federal Sector. The skills to be imparted include case preparation in discipline cases, dealing with demanding witnesses and maintaining self-control in the stressful hearing environment. There will be opportunities for questions for the role players at the end of the mock arbitration. The presentation will close with an engaging discussion exploring practical, real world arbitration skills in which active audience participation is encouraged. *Arbitrator Sean Rogers and additional participants*

10:30am - 12:00pm **3 Concurrent Workshops**

Workshop P **Bargaining Tactics and Strategy**

This moderated session will involve a discussion between highly experienced chief negotiators for a union and an agency dealing with current bargaining issues in the Federal sector, tactics, and other strategic considerations. Each expert will provide his insight on the process and progress of negotiations. *Kevin Fagan, NTEU; Bob Gilson, Management Consultant. Moderator: Scott Schwartz*

Workshop Q **Hottest FSIP Issues of the Past Year**

During this workshop some of the Federal Service Impasses Panel's most significant cases from the past year will be discussed. *FSIP Members and Staff*

Workshop R **2016 FMLA Update**

Family and Medical Leave Act (FMLA) rights and responsibilities continue to be a vexing area for federal sector employers, employees, unions, management, arbitrators and neutral enforcement agencies. This workshop addresses recent FMLA developments in key areas, including the management of intermittent leave, employee notice, certification, serious health conditions, military family leave, return to work, and more. *Carl C. Bosland, Author*

12:00pm - 1:15pm **Annual Awards Luncheon**
- The Margery Gootnick Labor-Management Cooperation Award
- SFLERP Lifetime Achievement Award

1:30pm - 3:00pm **2 Concurrent Workshops**

Workshop S **FLRA Case Law Update**

This workshop will provide the latest developments in case law from the Federal Labor Relations Authority, as well as the federal courts' decisions that have reviewed FLRA decisions. *Fred Jacob, Solicitor, FLRA; Anna Molpus Senior Attorney to Chairman Pope, FLRA*

Workshop T **What Happens After Impasse?**

This workshop will address what happens after management and labor reach impasse in the Federal sector. What are the best practices to get your agency's or union's proposals adopted? Strategies for mediation, for med/arb and others will be addressed. *Ginger Richardson, HUD; H. Joseph Schimansky, FSIP; and Union representative TBA*

3:00pm - 3:30pm **SFLERP Annual Membership meeting**

**Workshop topics and speakers subject to change without notice.*