

**Department of Administration
Division of Labor Relations and Division of Personnel
Labor Relations and Arbitration Training**

February 2-3, 2006
Centennial Hall
Juneau, Alaska

This conference is designed to answer your questions regarding Labor Relations and cover employee issues we deal with on a daily basis.

The program will cover relevant information that can be immediately applied when you go back to work.

The panel of Arbitrators participating in this training will be:

Eric Lindauer from Salem, Oregon, Nancy Brown from Portland, Oregon, Joe Duffy and John Hayduke from Seattle, Washington.

February 2, 2006

AGENDA:

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|-------------------|----------------------------------------------------------------------------------------|
| 9:00- 9:10 a.m. | Opening comments- <i>Mila Cosgrove, Director of Personnel</i> |
| 9:10- 9:30 a.m. | Introduction of Arbitrators – <i>Art Chance, Director of Labor Relations</i> |
| 9:30- 10:15 a.m. | Everyone knows what “Just Cause” is.... right?
Just Cause
<i>Case studies</i> |
| 10:15- 10:30 a.m. | BREAK |
| 10:30- 11:00 a.m. | Testifying in an Arbitration and Critical Witnesses
<i>Arbitrator Eric Lindauer</i> |
| 11:00- 11:45 a.m. | Discipline and Discharge
<i>Case Studies</i> |
| 11:45- 1:00 p.m. | LUNCH |
| 1:00- 1:30 p.m. | Insubordination
<i>Arbitrator Joe Duffy</i> |
| 1:30- 1:45 p.m. | Past Practice Doctrine
<i>Art Chance, Director LR</i> |
| 1:45- 2:30 p.m. | Insubordination/ Past Practice
<i>Case Studies</i> |
| 2:30- 3:00 p.m. | Disparate Treatment
<i>Arbitrator Nancy Brown</i> |

3:00- 3:15 p.m.

BREAK

3:15- 4:30 p.m.

The problem with your case is...

Panel discussion~ will talk about when an advocate discovers factual and contractual problems with a case. When and why encourage settlement. How to smoke out the issue and put a case together.

Panel discussion – during the hearing is discussing settlement appropriate?

Questions and Answers Session.

**February 3, 2006
AGENDA**

8:30- 9:00 a.m.

Sexual Harassment
Arbitrator Nancy Brown

9:00- 9:30 a.m.

Contract Interpretation Principles
Arbitrator John Hayduke

9:30- 10:00 a.m.

Contact Interpretation Cases
Case Studies

10:00- 10:15 a.m.

BREAK

10:15- 10:45 a.m.

Computer & Internet Misuse
Arbitrator John Hayduke

10:45-11:15 a.m.

Off duty Misconduct
Arbitrator Joe Duffy

11:15- 11:50 p.m.

Off Duty Misconduct
Case Studies

11:50- 12:00 p.m.

Introduction to Mock Hearing
Art Chance, LR Director

12:00- 1:00 p.m.

LUNCH

1:00- 4:00 p.m.

Mock Hearing – Off duty misconduct