Friday, January 24

6:00–9:00 pm  Welcome Reception and Dinner at Grand Hyatt Playa del Carmen
   Along with Moments of Tribute in Honor and Memory of Susan Grody Ruben

Saturday, January 25

7:00 am – 8:15 am  Registration and Breakfast

7:15 am – 8:15 am  Breakfast and Basics: Practical Pointers when Drafting Settlement Agreements for Workplace Disputes
   Join us for a presentation on practical pointers to consider when drafting settlement agreements for workplace disputes, including standards for determining voluntariness, standards for valid consideration, unenforceability of prospective waivers, which claims can and cannot be released, confidentiality, OWBPA compliance, attorneys’ fees, tax issues, among other topics.

8:15 am – 8:20 am  Introductions: Committee Chairs and Others
   Raquel Fas Bravo, Employee Co-Chair, Lake Worth, FL
   Michael Z. Green, Neutral Co-Chair, Fort Worth, TX
   Wesley Kennedy, Union & Employee Co-Chair, Chicago, IL
   James S. Rosenfeld, Employer Co-Chair, Detroit, MI
   Victor Voloshin, Public Co-Chair, Washington, DC

8:20 am – 9:30 am  Implicit Bias and Justice
   Joint Program with State & Local Government Collective Bargaining & Employment Law Committee
   The session will include information on 1) how our minds operate, 2) the real-world implications of implicit bias, and 3) ways to guard against bias. Recognizing that implicit bias can be a challenging topic, we will begin by establishing an understanding that we are there to have a conversation about how our minds work, not about who is a “good” or “bad” person.
   Speaker:  Preshuslee Thompson, Training and Development Specialist, The Ohio State University, The Kirwan Institute for the Study of Race and Ethnicity, Columbus, OH

9:30 am – 11:00 am  Spouse/Guest Breakfast
9:30 am – 10:30 am To Three or Not to Three: That is the Question: The Pros and Cons of Tripartite Arbitration

Joint Program with State & Local Government Collective Bargaining & Employment Law Committee

In both interest and grievance arbitration, a tripartite arbitration panel may be prescribed by either statute or the parties’ collective bargaining agreement. Some advocates prefer to waive the requirement, leaving the neutral as the sole member of the arbitration panel, while others are satisfied with the tripartite panel. Labor and management advocates, as well as neutral arbitrators, discuss the advantages and disadvantages of tripartite panels.

Moderator: Barry E. Simon, Arbitrator, Arlington Heights, IL

Speakers: Gary L. Bailey, Illinois Fraternal Order of Police Labor Council, Western Springs, IL
Amy Moor Gaylord, Akerman, Chicago, IL
Alan Symonette, Arbitrator, Philadelphia, PA

10:30 am - 10:45 am Break

10:45 am - 11:00 am Government Fellow Report:

U.S. Equal Employment Opportunity Commission

Our Committee’s EEOC Government Fellow will report on, discuss and answer questions regarding current trends and initiatives at the EEOC.


11:00 am–12:00 pm 2020 Scholar-in-Residence Presentation:
The Media’s Impact on the Perceptions of Arbitration

Professor Rafael Gely will present his thoughts and analysis of arbitration discussions in the media. This will build on the origins of the ArbitrationInfo.com project and the importance of educating journalists and the public about arbitration. ArbitrationInfo.com is a joint venture of the National Academy of Arbitrators and the University of Missouri. The site was created as a response to often inaccurate reporting in the media about labor and employment arbitration and Professor Gely acted as the co-editor of the website and participated in its design, implementation, and ongoing maintenance.

Speaker: Rafael Gely, University of Missouri School of Law, James E. Campbell Missouri Endowed Professor of Law and Director of the Center for the Study of Dispute Resolution, Columbus, MO

12:00 pm–1:00 pm ADR Remedies for Outside World (Social Media, #MeToo, Violence) Impacts on the Workplace

A panel composed of labor, employment, and management attorneys will comment on Professor Rafael Gely’s presentation and, along with Professor Gely, explore the impact of the outside world on the workplace. The panel will consider Section 7 of the NLRA, anti-discrimination/retaliation laws, workplace safety and issues of proof in examining various ADR avenues to address these issues.
Speakers:  
Alex Caffarelli, Cafarelli & Associates, Chicago, IL  
Marcia Greenbaum, Arbitrator, Essex, MA  
Wesley Kennedy, Allison, Slutsky & Kennedy, Chicago, IL  
James Rosenfeld, Butzel Long, Detroit, MI

6:00 pm – 7:00 pm  Sunset Reception

7:00 – 9:00 pm  Dinner (optional ticketed event)

Sunday, January 26

7:30 am – 8:30 am  Breakfast

7:30 am – 8:30 am  Breakfast and Basics:  
A Closer Look at the EEOC’s Dispute Resolution Program  
Speakers will discuss the EEOC ADR programs and the role employee and management representatives play in resolving EEO allegations.

Speakers:  
Tawny Alvarez, Verrill Dana, LLP, Boston, MA  
Jennifer Ortiz Prather, U.S. Equal Employment Opportunity Commission, Dallas, TX  
Jennifer Platzkere Snyder, Dilworth Paxson LLP, Philadelphia, PA

8:30 am – 9:30 am  Current Developments in Labor and Employment Arbitrations  
Panelist will discuss the current trends in labor and employment arbitrations awards as submitted for publication to Bloomberg Law.

Moderator:  
Emily Martin, Washington State Public Employment Relations, Kirkland, WA

Speakers:  
Vanessa Bullock, Federal Mediation and Conciliation Service, Philadelphia, PA  
David Hughes, Jackson Lewis, P.C., Atlanta, GA  
Employee Speaker  TBD
 
Union Speaker  TBD

9:30 am – 10:30 am  The Trump National Labor Relations Board’s Impact on Labor Arbitration  
A panel of union, management and neutral representatives will reflect on the potential impact on labor arbitration of recent developments in the NLRB’s treatment of collective bargaining agreements (Waiver of Right to Bargain, Employer Rules, Deferral, etc.).

Speakers:  
Dean Burrell, Burrell Dispute Resolution, Morristown, NJ  
Wesley Kennedy, Allison, Slutsky & Kennedy, Chicago, IL  
Theodora R. Lee, Littler Mendelson PC, Walnut Creek, CA  
Mark Gaston Pearce, Workers’ Rights Institute, Georgetown Law School, Washington, DC

10:30 am – 10:45 am  Break

10:45 am – 11:00 am  Government Fellow Report: FLRA or FMCS  
Our Committee’s Government Fellow will report on, discuss, and answer questions regarding current trends and initiatives at the FLRA or FMCS.

Speaker:  TBD
11:00 am–12:00 pm 2019 Circuit and Supreme Court Update:
Labor and Employment Law Arbitration Decisions
An experienced panel of labor, employment, management and academic/neutral representatives will discuss the mischief created by the Circuit Courts and Supreme Court in the world of arbitration in 2019 including Lamps Plus Inc. v. Varela; Henry Schein v. Archer and White Sales; and New Prime Inc. v. Olivera.

Speakers:  
Raquel Fas Bravo, The Law Office of Raquel Fas Bravo, Lake Worth, FL  
Allison Gambill, Brownstein Hyatt Farber Schreck, LLP., Denver, CO  
Michael Z. Green, Texas A&M University School of Law, Fort Worth, TX  
Richard Siwica, Egan, Lev & Siwica, P.A., Orlando, FL

12:00-12:15 pm Break

12:15-1:15 pm 2020 Scholar-in-Residence Presentation:
Ethics Issues in Resolving Labor and Employment Disputes through ADR in the Cannabis Industry
Professor Rafael Gely will present his thoughts and analysis of the ethical challenges facing dispute resolution professionals when resolving disputes involving individuals and companies in the cannabis industry. Because the industry’s product is still illegal at the federal level, the parties are increasingly pursuing ADR as an employment dispute resolution tool instead of the uncertainty of using the courts to resolve disputes. As a result, arbitrators and mediators face ethical challenges in resolving questions of illegality presented in these disputes.

Speaker: Rafael Gely, University of Missouri School of Law, James E. Campbell Missouri Endowed Professor of Law and Director of the Center for the Study of Dispute Resolution, Columbus, MO

1:15 pm – 1:30 pm Committee Business Meeting

The ABA will seek 8.0 hours of CLE credit in 60-minute states and 9.6 hours of CLE credit for this program in 50-minute states including 1 hour of ethics credit in 60-minute states and 1.2 hours of ethics CLE credit in 50 minute states. Credit hours are estimated and are subject to each state’s approval and credit rounding rules. Visit www.americanbar.org/mcle for general information on CLE at the ABA.

Visit the Section of Labor & Employment Law website at www.americanbar.org/labor for information about the Section Development Fund and Government and YLD Fellowship Program opportunities.

For registration fees over $500, qualifying attorneys could receive at least a 50% reduction in the course fee. This does not include any reduction in meals, lodging or travel costs associated with the course. Send requests to laborempllaw@americanbar.org.