



Southwest / Rockies Region  
**National Academy of  
Arbitrators**

Houston chapter



LABOR AND EMPLOYMENT RELATIONS ASSOCIATION

## **35th Annual Labor-Management Conference**

Featured guest speakers:

**Martha Kinard**

Regional Director, National Labor Relations Board, Region 16

**Trey Bergman, Esq.**

The Bergman ADR Group

**Roberta L. Golick**

President, NAA

The program includes:

**13<sup>th</sup> Annual Arbitrator Training Session**

**10<sup>th</sup> Annual Advocate Training Program**

**LERA Dinner and Program**

**March 1–3, 2012**

**Hobby Airport Hilton**

**Houston, Texas**

# Thursday, March 1

## Advocate and Arbitrator Training Programs

8:00 a.m. – 5:00 p.m.

### REGISTRATION

*Registrar:* Elvis Stephens \*

*Esplanade*

9:15 a.m. – 9:30 a.m.

### WELCOME

Maretta Comfort Toedt \* *Chair, Southwest /Rockies Region  
Ballrooms A & B*

9:30 a.m. – 3:45 p.m.

### SAY IT IN WRITING! KEYS TO EFFECTIVE, CONCISE WRITTEN COMMUNICATIONS

*An interactive program: Advocates and arbitrators will meet jointly in the morning session and separately in the afternoon session—with ample time for Q&A—covering such topics as: developing a strong written record (from emails to termination letters to grievances); crafting persuasive briefs and appeal-proof awards; and ethical issues in writing briefs and awards.*

*Lead Instructors*

William McKee, Ph.D. \*

Don E. Williams, Esq. \*

*Faculty*

Kathy Eisenmenger, Esq. \*

Michael B. McReynolds \*

Francis X. Quinn, Ph.D. \*

John Sass, Esq. \*

Raymond L. Britton, Sr., Esq. \*

Professor Richard S. Carlson *South Texas College of Law*

Craig Deats, Esq. *Deats, Durst, Owen & Levy*

Craig M. Stanley, Esq. *ExxonMobil Corp.*

4:00 – 5:00 p.m.

### AGENCY UPDATE

FMCS: Vella Traynham *Director, Arbitration Services*

AAA: Molly Bargaquest *Vice President of Case Management*

**Moderator:** Zane Reeves, Ph.D. \*

5:00 p.m. – 6:00 p.m.

### SOCIAL HOUR

*Esplanade*

6:00 p.m. – 8:00 p.m.

### LERA DINNER

*Current challenges for the NLRB: What employers and unions need to know regarding notice posting of rights, changes to election procedures, deferral to arbitration policy, and more.*

*Speaker:* **MARTHA KINARD, Regional Director,  
Region 16, NLRB**

# Friday, March 2

## Plenary Sessions & Workshops

8:00 a.m. – 5:00 p.m.

### REGISTRATION

*Registrar:* Elvis Stephens \*

*Esplanade*

9:00 a.m. – 9:10 a.m.

### WELCOME

Maretta Comfort Toedt \* *Chair, Southwest / Rockies Region  
Ballrooms A & B*

9:10 a.m. – 10:30 a.m.

### BETTER LISTENING, BETTER OUTCOMES

*An interactive presentation designed to sharpen your listening and negotiating skills to be a more effective advocate.*

Trey Bergman

10:30 a.m. – 10:45 a.m.

### BREAK

10:45 a.m. – 11:15 a.m.

### ADDRESS BY NAA PRESIDENT ROBERTA L. GOLICK

*The NAA and You: An update on what the NAA is doing for its members, non-member arbitrators, and for the parties and their representatives*

11:15 a.m. – 12:30 p.m.

### DO'S AND DON'TS FOR ADVOCATES

*How NOT to snatch defeat from the jaws of victory*

Katie Durham, Esq. \*

Tom Cipolla, Esq. \*

James P. O'Grady, Ph.D. \*

*Moderator:* Kathy Fragnoli, Esq. \*

12:30 p.m. – 1:45 p.m.

### LUNCH

*Ballroom C*

### Early Afternoon Workshops – Choose one of three

1:45 p.m. – 3:15 p.m.

### ETHICS: SOCIAL NETWORKING

*Why Your Arbitrator Might Not Want to “Friend” You...*

Francis X. Quinn, Ph.D. \*

Patrick Halter \*

Sidney Moreland, Esq.

*Acapulco Room*

1:45 p.m. – 3:15 p.m.

**CHAPTER 143 UPDATE**

*Current issues regarding state and municipal employees: ramifications from the Rodriguez v. City of Round Rock decision; CBAs vs. Meet and Confer Agreements; consolidation issues; arbitration panels; managing high-profile cases; and more*  
Ric J. Navarro, Esq. *Navarro, Denton, Rocha & Bernal, P.C.*  
Rick Mumeey, Esq. *Blakeney, Flynn & Mumeey*  
Moderator: Norman Bennett, Esq. \*  
Cancun Room

1:45 p.m. – 3:15 p.m.

**POSTAL WORKSHOP**

*This workshop will include a discussion of changes made during recent contract negotiations and a frank assessment of how “business as usual” may not work in the challenging new environment of the Postal Service and its unions.*  
USPS: Beverly Demery, Area LR Specialist  
APWU: Princella Vogel, Coordinator, Southern Region  
NALC: Kathy Baldwin, National Business Agent  
Moderator: I.B. Helburn, Ph.D. \*  
Ballroom A

3:15 p.m. – 3:30 p.m.

**BREAK**

**Late Afternoon Workshops – Choose one of four**

3:30 p.m. – 5:00 p.m.

**DAY-TO-DAY CONTRACT NEGOTIATION**

*Reviewing and drafting settlement agreements, last-chance agreements, etc. This session continues a panel discussion by the speakers in an advanced contract-drafting course at the University of Houston Law Center.*  
Patrick M. Flynn, Esq. *Blakeney, Flynn & Mumeey*  
Joseph "Chip" Galagaza, Esq. *Jackson Lewis*  
D. C. Toedt III, Esq. *Attorney at law; adjunct professor, UHLC*  
Moderator: Louise Wolitz, Ph.D. \*  
Cancun Room

3:30 p.m. – 5:00 p.m.

**IN YOUR FACE!**

*Insubordination vs. disrespect in the workplace*  
Presenter: Donald J. Petersen, Ph.D. \*  
Monterrey Room

3:30 p.m. – 5:00 p.m.

**RED LIGHT / GREEN LIGHT**

*A panel of arbitrators and the audience will discuss hypothetical arbitration scenarios and reach decisions.*  
Ruben Armendariz \*  
Ed Bankston \*  
LeRoy (Lee) Bartman, PhD \*  
Samuel Nicholas, Jr., Esq. \*  
Sharon Gallagher, Esq. \*  
Moderator: Daniel F. (Dan) Jennings, Ph.D. \*  
Acapulco Room

\* Member, National Academy of Arbitrators

3:30 p.m. – 5:00 p.m.

**EMPLOYMENT LAW UPDATE**

*Harassment, Slander, and Other Bad Behavior: The Latest in Employment Litigation*  
Samantha Barlow Martinez, Esq. (management)  
*Muskat, Martinez & Mahoney LLP*  
Mark Oberti, Esq. (employees)  
*Oberti / Sullivan LLP*  
Moderator: Lynne Gomez, Esq.\*  
Tampico Room

5:00 - 6:00 p.m.

**SOCIAL HOUR (no-host)**

Hotel bar

6:00 p.m.

**SIGN-UP DINNER (optional – local restaurants, no-host)**

Locations: TBA

## Saturday, March 3

8:00 a.m. – 10:00 p.m.

**NAA SW/ROCKIES REGION BUSINESS MEETING**

Tampico Room

10:00 a.m. – 12:00 noon

**POSTAL MEETING**

*Following on from Friday afternoon’s workshop, this traditional Saturday session gives all stakeholders an “open mike” to vent their feelings and concerns about any aspect of postal arbitration.*  
Convener: I.B. Helburn, Ph.D.\*  
Cancun and Monterrey Rooms

**Program Committee**

Don E. Williams, Esq. \*  
Diane Dunham Massey \*  
Kathy Fragnoli, Esq. \*

**Arrangements**

Lynne Gomez, Esq. \*

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## **CLE CREDITS (INCLUDING ETHICS)**

Continuing Legal Education Credit is being requested from the State Bars of **Texas** and **Oklahoma**. Attendance forms will be available at the registration table. Included are the following:

- 1.00 hour ethics for Thursday Advocate and Arbitrator Training,
- 1.50 hours ethics for Friday Ethics Workshop.

## **SOUTHWEST / ROCKIES PROCEEDINGS**

**New!** Bound proceedings will be made available following the conference. Attenders will have the opportunity to order copies during the conference.

## **LOCATION**

Hilton Houston Hobby Airport  
8181 Airport Boulevard  
Houston, Texas 77061  
(713) 645-3000 (phone)

## **HOTEL RESERVATIONS**

The Hotel has reserved a block of rooms at the group rate of **\$92.00** per night plus tax. All reservations should be received by the hotel not later than February 13, 2012. Any reservation requests received by the Hotel after February 13, 2012, are subject to space and rate availability. Check-in time is 3:00 p.m. For call-in reservations, call (713) 645-3000 and provide Group Code NAA. The toll-free number is 1-800-HILTONS. Ask for the Hilton Houston Hobby Airport and provide Group Code NAA to receive the **\$92.00** special base rate.

**Please let us know if you require special accommodations or meals.**

## **TRANSPORTATION**

The Hilton Hobby Hotel provides free shuttle transportation to and from Hobby Airport for registered guests.

## **NAA PROCEEDINGS**

Volumes 1 through 62 (1948 through 2009) of *The Proceedings of the National Academy of Arbitrators* are now available on the Academy's website ([www.naarb.org](http://www.naarb.org)). Papers presented at the NAA Annual Meeting are published by BNA in *The Proceedings*, which are available free of charge on the Academy website in a searchable format.

## REGISTRANT INFORMATION

Please Register by February 13, 2012

NAME \_\_\_\_\_

Email \_\_\_\_\_

NAME \_\_\_\_\_

Email \_\_\_\_\_

NAME \_\_\_\_\_

Organization \_\_\_\_\_

Street \_\_\_\_\_

CITY \_\_\_\_\_ ST \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE \_\_\_\_\_

EMAIL \_\_\_\_\_

Please note that future conference brochures and registration may be available on-line only. Your email address will ensure that you receive notification of next year's conference.

## REGISTRATION FEES CALCULATION

FOR (cost per person):

Thur. Daytime Training Only:

Advanced Advocacy \_\_\_\_ \$120

Arbitrators Training \_\_\_\_ \$120

LERA Thursday Evening  
(group discount does not apply) \$45

Friday Sessions only \$120

Thursday and Friday Daytime Ses-  
sions (discounted package) \$220

Early Bird (Th. & Fri. Daytime Ses-  
sions) before February 13, 2012 \$210

If 4 or more from same organization,  
subtract \$10 per person (ex LERA) -\$10

TOTAL ENCLOSED

## CREDIT/DEBIT CARDS NOT ACCEPTED

Make checks payable to: Southwest Region NAA

**No refunds after February 13**

Mail or FAX to:

Elvis Stephens \*

P.O. Box 424221

Denton, TX 76204-4221

Phone (940) 382-3087

Fax (940) 382-4507

Email: [SWRockie@verizon.net](mailto:SWRockie@verizon.net)

**National Academy of Arbitrators  
Southwest Region  
P.O. Box 424221  
Denton, TX 76204-4221**

**Return Service Requested**



**TO:**