



THE CENTER FOR AMERICAN
AND INTERNATIONAL LAW



52nd Annual Course on Labor Law and Labor Arbitration



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May 6-9, 2014

The Center for American
and International Law
Plano, Texas

Register before April 22 to receive a discount.

Register Now! cailaw.org

Highlights Include

- | The road to representation under the NLRA
- | A facilitated discussion with attorneys and Region 16 NLRB staff
- | A luncheon with General Counsel Richard F. Griffin, Jr. of the National Labor Relations Board

This national program will FULLY satisfy the Texas Board of Legal Specialization requirement for 24 hours of NLRA credit for the current application filing period.

MCLE Credit

Earn up to 26.75 hours of MCLE credit, including 2 hours of ethics.

Conference Co-Chairs

Dean Douglas E. Ray
St. Thomas University
School of Law
Miami Gardens, Florida

A. John Harper III, Esq.
Partner
Haynes and Boone, LLP
Houston, Texas

The Center for American and International Law offers this intensive basic course on labor law and labor arbitration, emphasizing the legal framework within which employers, unions, and individual employees pursue their interests. It is designed to be a practical guide for the practice of labor law.

LABOR LAW

Most of the program features instruction on the basic aspects of labor law, with concentration on the National Labor Relations Act and collective bargaining contracts negotiated under the Act. Included in the broad range of topics are:

- | The Representation Process
- | Economic Pressure Including Strikes and Picketing
- | Negotiation of Collective Bargaining Agreements
- | Social Media

LABOR ARBITRATION

Part of the program focuses on the process of arbitrating grievance disputes under collective bargaining agreements.

Lecture Outlines and Reference Book: A materials notebook and the principal text (*Understanding Labor Law*, 2011 Edition, co-authored by Douglas Ray, the Co-Chair of this program) will be distributed at the course and are included in the price of the course.

8:30 REGISTRATION AND CONTINENTAL BREAKFAST

9:00 THE ROAD TO REPRESENTATION UNDER THE NLRA (includes a 15 minute break)

The NLRA and NLRB: NLRA coverage; the election process including petitions, access to property, election prerequisites, appropriate bargaining units, voter eligibility, and post-election proceedings.

— **Christopher David Ruiz Cameron**, Professor, Southwestern Law School, Los Angeles, California

| Co-Author *Labor Management Relations: Strikes, Lockouts and Boycotts* (West 2013-14)

| Co-Author *Labor Law in the Contemporary Workplace* (West 2d ed. 2014)

12:00 LUNCH (Provided)

12:45 THE ROAD TO REPRESENTATION UNDER THE NLRA (Continued) (includes a 15 minute break)

Pre-election activity and employee rights, employer and union interference with the election process, unlawful discrimination and discharge issues, bargaining orders, voluntary recognition, employer domination and unlawful assistance issues, and the Top Ten Issues in Labor and Employment Law for 2014.

— **Professor Cameron**

3:30 THE REPRESENTATION PROCESS IN PRACTICE (Facilitated Discussion, includes a 15 Minute Break)

MODERATOR:

— **Martha Kinard**, Regional Director, NLRB Region 16, Fort Worth, Texas

PANELISTS:

— **Ofelia Gonzalez**, Assistant to the Regional Director, NLRB Region 16, Fort Worth, Texas

— **Sharon L. Steckler**, Supervisory Attorney, NLRB Region 16, Fort Worth, Texas

— **Yona Rozen**, Law Offices of Yona Rozen, PLLC, Dallas, Texas

— **Jonathan C. Wilson**, Littler Mendelson, PC, Dallas, Texas

5:15 RECESS AND WELCOMING RECEPTION

WEDNESDAY, MAY 7

8:30 NLRB INVESTIGATIONS, HEARINGS, AND TRIALS IN UNFAIR LABOR PRACTICE CASES

- **Timothy Watson**, Regional Attorney, NLRB Region 16, Fort Worth, Texas

10:00 BREAK

10:15 NEGOTIATION OF COLLECTIVE BARGAINING AGREEMENTS (includes a 15 minute break)

Majority rule and exclusive representation, good faith concepts generally, duty to furnish information, unilateral action, subjects of bargaining, mid-term bargaining, and duration of bargaining duty.

- **Michael Z. Green**, Professor of Law, Texas A&M University School of Law, Fort Worth, Texas

12:45 LUNCH (Provided)

1:15 STRIKES & LOCKOUTS

Legal status of strikes and picketing, rights of strikers, unprotected concerted activities, employer responses to concerted activity, lockouts, unlawful strikes, and picketing.

- **Rod Tanner**, Tanner and Associates, PC, Fort Worth, Texas
- **Arthur T. Carter**, Haynes and Boone, LLP, Adjunct Professor, SMU Dedman School of Law, Dallas, Texas

3:15 BREAK

3:30 SECONDARY BOYCOTTS & HANDBILLING

Secondary activity, corporate campaigns, consumer picketing, and handbilling.

- **Douglas E. Ray**, Conference Co-Chair, Dean and Professor of Law, St. Thomas University School of Law, Miami Gardens, Florida
| Co-Author *Labor Management Relations: Strikes, Lockouts, and Boycotts*, (Thomson/West 2011-12)
| Co-Author *Understanding Labor Law* (LexisNexis 2011), Member, National Academy of Arbitrators

5:30 RECESS

THURSDAY, MAY 8

9:00 OVERVIEW OF THE RAILWAY LABOR ACT (RLA)

- **Robert L. Jones, Jr.**, Senior Labor & Employment Attorney, American Airlines, Fort Worth, Texas

10:30 BREAK

10:45 RECENT DEVELOPMENTS IN LABOR LAW FOR NON-UNION EMPLOYERS

- **Professor Green**

12:30 LUNCH (Provided)

1:15 PRACTICAL BARGAINING TIPS

- **Mr. Tanner**
- **Brett Glass**, Director of Labor Relations, Dr Pepper Snapple Group, Plano, Texas

2:15 BREAK

2:30 ENFORCING THE LABOR AGREEMENT THROUGH LABOR ARBITRATION: LAW AND ADVOCACY (Time includes a 15 minute break)

- **Dean Ray**

5:00 RECESS

FRIDAY, MAY 9

8:30 ETHICS AND THE LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT

- **Stuart Buttrick**, Faegre Baker Daniels, Indianapolis, Indiana

9:30 BREAK

9:45 ETHICS: MISCONDUCT BY ATTORNEYS OR PARTY REPRESENTATIVES BEFORE THE NLRB

- **Ms. Steckler**

- 10:45 **THE NLRB'S DR HORTON DECISION, AND GENERAL UPDATE ON CLASS/COLLECTIVE ACTION WAIVERS UNDER ARBITRATION POLICIES AND AGREEMENTS**
— **John V. Jansonius**, Jackson Walker, L.L.P., Dallas, Texas
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- 11:30 **MEET & GREET GENERAL COUNSEL RICHARD F. GRIFFIN, JR.**
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- 12:00 **LUNCHEON PRESENTATION - RECENT DEVELOPMENTS AT THE NATIONAL LABOR RELATIONS BOARD**
(60 minute presentation; Introduction by **Martha Kinard**, Regional Director, Region 16, NLRB, Fort Worth, Texas)
— **Richard F. Griffin, Jr.**, General Counsel, NLRB, Washington, D.C.
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- 2:00 **AVOIDING FLSA TRAPS: COMMON WAGE AND HOUR ISSUES IN UNION AND NON-UNION SETTINGS**
— **Mark A. Shank**, Gruber Hurst Johansen Hail Shank LLP, Dallas, Texas
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- 2:30 **RIFS, WARN, OWBPA, AND THE LABOR LAWS**
— **John M. Farrell**, K&L Gates LLP, Dallas, Texas
-
- 3:15 **BREAK**
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- 3:30 **THE NLRB'S APPROACH TO SOCIAL MEDIA**
— **A. John Harper III**, Conference Co-Chair, Haynes and Boone, LLP, Houston, Texas
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- 4:15 **ADJOURN**

What 2013 Participants Had to Say

"The choice of topics was great and the presentation materials were very helpful."

"I enjoyed the informative presentations, the atmosphere is exceptional, as are the facilities"



THE CENTER FOR AMERICAN AND INTERNATIONAL LAW

The Center for American and International Law (CAIL) is a nonprofit institution dedicated to the continuing education of lawyers and law enforcement officials in the United States and throughout the world.

Tens of thousands of lawyers and law enforcement officers from all 50 states and more than 130 countries have participated in our programs. Founded in 1947, CAIL has earned a reputation for excellence in education.

SERVING LAWYERS

The law is not a science. To some, it is an art, and it is changeable. What a lawyer learns today may not be the law of tomorrow. To do their job well, they must understand the subtleties of the rules that govern conduct, the climate in which those rules exist and the process by which rules are enforced.

SERVING LAW ENFORCEMENT OFFICIALS

Law enforcement officials are, of course, critical players in the justice system. In a nation dedicated to the rule of law, it is often the decisions of individual officers that determine the quality of justice.

CAIL's Institute for Law Enforcement Administration (ILEA) does not teach officers how to shoot or how to drive. Instead, it teaches how to manage and how to lead, and it provides a forum in which law enforcement officials can grapple with the unusually difficult questions that confront those charged with maintaining order.

Visit cailaw.org for more information.

REGISTRATION

52nd Annual Course on Labor Law and Labor Arbitration

May 6-9, 2014

at The Center for American and International Law
Plano, Texas

Registration includes the Conference, course materials, continental breakfasts, lunches, and a reception.

Check applicable box:	Received by 4/22/14	Received after 4/22/14
Regular registration fee	<input type="checkbox"/> \$1295	<input type="checkbox"/> \$1345
CAIL Member	<input type="checkbox"/> \$1145	<input type="checkbox"/> \$1195
Government / Non-Profit / Academic Employee	<input type="checkbox"/> \$1195	<input type="checkbox"/> \$1245
U.S. Law Student (J.D.)	<input type="checkbox"/> \$300	<input type="checkbox"/> \$350
Attend Friday classes & lunch only	<input type="checkbox"/> \$345	<input type="checkbox"/> \$395
Attend Friday lunch only (no materials)	<input type="checkbox"/> \$35	<input type="checkbox"/> \$35
Materials Only (notebook, text and DVD*)	<input type="checkbox"/> \$1195	<input type="checkbox"/> \$1245

*To ensure your timely receipt of materials, register by 4/25.

Name _____

Badge Name (if different than above) _____

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PAYMENT INFORMATION

Check enclosed payable to: **The Center for American and International Law**

Credit Card: Mastercard Visa AMEX Discover

Card number _____ Exp date _____

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4 WAYS TO REGISTER

ONLINE

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www.cailaw.org

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972.244.3401

MAIL

check or credit card
The Center for American
and International Law
5201 Democracy Drive
Plano, TX USA 75024

PHONE

credit card only
972.244.3400 or 800.409.1090
8:30am-5:00pm CST

PAYMENT MUST ACCOMPANY REGISTRATION

GENERAL INFORMATION

CANCELLATION POLICY: Tuition, less a \$50 cancellation fee, will be refunded upon receipt of written cancellation received by April 22, 2014. E-mail cancellation notice to cburkel@cailaw.org. After this date, no refunds, but substitution of attendees for this program will be permitted. Registrants not entitled to a refund will receive the course materials.

OVERNIGHT ACCOMMODATIONS: The cost of housing is not included in tuition. However, rooms (in limited number) have been reserved at Hyatt Place Plano, 3100 Dallas Parkway, Plano, TX 75093. Registrants should call 1.972.378.3997 and advise them of group name "CAILAW Labor Law" to receive a reduced room rate of \$90 + tax. The last day to obtain this special rate is April 20, 2014.

NONDISCRIMINATION POLICY: The Center for American and International Law does not discriminate on the basis of race, color, sex, religion, national origin, age, disability, veteran status or any other protected status in educational activities, scholarship programs or admissions.

MCLE CREDIT: This program is approved by the State Bar of Texas for 26.75 hours, including 2 hours of ethics. Course ID Number: 901289552. Sign-in sheets and/or certificates of attendance will be available for ALL states.

SPECIALIZATION CREDIT: 1) This program is approved by the Texas Board of Legal Specialization for 26.75 hours in the following areas: Labor and Employment Law and National Labor Relations; and 2) Meets the 24 hr. NLRA requirement for the current TBLS application filing period.



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