



THE CENTER FOR AMERICAN
AND INTERNATIONAL LAW

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51st Annual Course on Labor Law and Labor Arbitration

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May 7-10, 2013

at The Center for American and International Law
Plano, Texas

REGISTER NOW!

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.

Highlights

- The road to representation under the NLRA
- A facilitated discussion with attorneys and Region 16 NLRB staff
- A luncheon with Acting General Counsel Lafe Solomon of the National Labor Relations Board

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.

CONFERENCE CO-CHAIRS

Douglas E. Ray

Dean and Professor of Law

St. Thomas University School of Law

Miami, Florida

Arthur T. Carter

Haynes and Boone, LLP

and Adjunct Professor

SMU Dedman School of Law

Dallas, Texas

51ST ANNUAL COURSE ON LABOR LAW AND LABOR ARBITRATION

Schedule

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.

Tuesday, May 7

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 2012-13)
- Co-Author *Labor Law in the Contemporary Workplace* (West 2009 & Update 2012-13)

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 2013.

Professor Cameron



Tuesday, May 7 (cont.)

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

Yona Rozen, Gillespie, Rozen & Watsky P.C.,
Dallas, Texas

Sharon Steckler, Supervisory Attorney,
NLRB Region 16, Fort Worth, Texas

Jonathan Wilson, Littler Mendelson P.C.,
Dallas, Texas

5:15 RECESS AND WELCOMING RECEPTION

Wednesday, May 8

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 ECONOMIC PRESSURE I
(includes a 15 minute break)

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

G. William Baab, Baab & Denison, Dallas, Texas

Arthur T. Carter, Conference Co-Chair
Haynes and Boone, LLP, Adjunct Professor,
SMU Dedman School of Law, Dallas, Texas

12:15 LUNCH (Provided)

1:00 ECONOMIC PRESSURE I (continued)

Mr. Baab and Mr. Carter

2:00 BREAK

2:15 ECONOMIC PRESSURE II

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

Professor Cameron (substituting for Dean Ray)

5:15 RECESS

Thursday, May 9

9:00 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 Wesleyan Law School, Fort Worth, Texas

12:15 LUNCH (Provided)

12:45 PRACTICAL BARGAINING TIPS

Mr. Baab

Brett Glass, Dr Pepper Snapple Group,
Plano, Texas

2:00 BREAK

2:15 ENFORCING THE LABOR AGREEMENT THROUGH LABOR ARBITRATION: LAW AND ADVOCACY

(includes a 10 minute break)

Douglas E. Ray, Conference Co-Chair
Dean and Professor of Law, St. Thomas University
School of Law, Miami, 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

5:15 RECESS

"This is one of the best legal programs I have attended. The overall quality is outstanding. The presenters are top shelf."

- 2012 Participant



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 since 1947.

Located in the Dallas/Fort Worth Metroplex, CAIL has reached participants in more than 130 countries. It seeks out both lawyers and law enforcement officials, and is involved not just in education, but also in the development of professional communities. 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 www.cailaw.org for more information.



- 8:30 **ETHICS PRESENTATION**
A practical look at the application of frequently used ethics rules in the context of labor and employment situations derived from real life.
MODERATOR: Mr. Carter
Felicity Fowler, Haynes and Boone, LLP, Dallas, Texas
Greta E. Cowart, Haynes and Boone, LLP, Dallas, Texas

- 10:30 **THE NLRB'S DR HORTON DECISION, AND GENERAL UPDATE ON CLASS/COLLECTIVE ACTION WAIVERS UNDER ARBITRATION POLICIES AND AGREEMENTS**
Christopher D. Havener, Morgan, Lewis & Bockius LLP, Philadelphia, Pennsylvania

- 11:30 **MEET & GREET ACTING GENERAL COUNSEL LAFE SOLOMON**

- 12:00 **LUNCHEON PRESENTATION: RECENT DEVELOPMENTS AT THE NATIONAL LABOR RELATIONS BOARD**
(30 minute presentation; Introduction by *Martha Kinard, Regional Director, Region 16, NLRB, Fort Worth, Texas*)
Lafe Solomon, Acting General Counsel, NLRB, Washington D.C.

- 1:30 **AVOIDING FLSA TRAPS: COMMON WAGE AND HOUR ISSUES IN UNION AND NON-UNION SETTINGS**
Michael D. Ray, Ogletree, Deakins, Nash, Smoak and Stewart, P.C., Chicago, Illinois

- 2:30 **THE NLRB'S APPROACH TO SOCIAL MEDIA**
A. John Harper III, Haynes and Boone, LLP, Houston, Texas

- 3:30 **BREAK**

- 3:45 **RIFS, WARN, OWBPA, AND THE LABOR LAWS**
John M. Farrell, K&L Gates LLP, Dallas, Texas

- 4:15 **ADJOURN**

"Great program – is every year"

"Wonderful"

- 2012 Participants

FOUR WAYS TO REGISTER

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8:30am-5:00pm Central time

PAYMENT MUST ACCOMPANY REGISTRATION
CONFIRMATIONS WILL BE SENT TO ALL REGISTRANTS.

GENERAL INFORMATION

CANCELLATION POLICY: Tuition less a \$50 cancellation fee will be refunded upon receipt of written cancellation received by April 26, 2013. Email 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 (materials notebook and text).

OVERNIGHT ACCOMODATIONS: The cost of housing is not included in tuition. However, rooms (in limited number) have been reserved at the Hyatt Place Plano, 3100 Dallas Parkway, Plano, TX 75093. Registrants should call 972.378.3997 and advise them they are attending the Labor Law program to receive a reduced room rate of \$89 + tax. Reservations may also be made online by visiting www.hyattplaceplano.com (Group/Corporate #: G-CL91). The last day to obtain this special rate is April 22, 2013.

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 27 hours, including 2 hours of ethics. Course ID Number: 901264603. Sign-in sheets and/or certificates of attendance will be available for ALL states.

SPECIALIZATION: We anticipate both of the following credits from the Texas Board of Legal Specialization: 1) certification and recertification in Labor and Employment Law; 2) 24 hr. NLRA requirement for the current application filing period.

DIRECTIONS TO THE CENTER FOR AMERICAN AND INTERNATIONAL LAW: For a detailed map and directions, please visit www.cailaw.org or call 972.244.3400. The Center is located at 5201 Democracy Drive, Plano, Texas 75024.

REGISTRATION

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Registration includes the Conference, course materials, lunches, and reception.

Please contact our Registrar, Cindie Burkel, for special pricing for multiple registrants from the same organization - cburkel@cailaw.org.

Check applicable box:	Received by 4/26/13	Received after 4/26/13
Regular Tuition	<input type="checkbox"/> \$1295	<input type="checkbox"/> \$1345
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U.S. Law Student	<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
I cannot attend, but want to order the notebook, text, and DVD*	<input type="checkbox"/> \$1195	<input type="checkbox"/> \$1245

*To ensure your timely receipt of materials, register by April 26

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