

# MCAA Collective Bargaining Conference Program

## Sunday, October 5, 2025

5:00 PM – 6:30 PM      **Registration & Welcome Reception**      Da Vinci 1-4

## Monday, October 6, 2025

*All General Sessions are held in Raphael 1-3*

7:00 AM – 8:00 AM      **Breakfast**      Da Vinci 2-4

8:00 AM – 8:10 AM      **Welcome**  
Brian Hughes, MCAA President; Hughes Environmental Engineering

8:10 AM – 9:00 AM      **The Customer is Changing: Is Your Bargaining Strategy Keeping Pace?**  
David Allen, Chief Storyteller, McKinstry  
*David Allen provides insight to how the bargaining process must keep pace with what is important to customers.*

9:00 AM – 10:00 AM      **The MCAA Collective Bargaining Guide: Your Updated Roadmap to Labor Relations**  
Ryan Poor, Partner, IceMiller  
Ed Kommers, Kommers Services  
*Join us for an in-depth walkthrough of the latest features and updates to the Collective Bargaining Guide and discover how to effectively integrate these enhancements into your bargaining strategies.*

10:00 AM – 10:15 AM      **Break**

10:15 AM – 11:15 AM      **Bargaining as One: Building a Cohesive and Effective Committee**  
Robin Cowper, Executive Director, MCA of Western Washington  
Ed Kommers, Kommers Services  
*Takeaways to help bargaining committee operate as a unit with a cohesive plan.*

11:15 AM – 12:15 PM      **Seeing Across the Table: Understanding the Union's Bargaining Perspective**  
Christina Wernick, Partner, Laner Muchin, LTD  
*Hear from a constructive view of bargaining from a union perspective.*

12:15 PM – 1:15 PM      **Lunch**      Da Vinci 2-4

1:15 PM – 2:15 PM      **Walking in Their Shoes: Understanding the Challenges Facing Local Union Leaders**

Derrick Kualapai, General Secretary, United Association  
Tom Bello, Executive Director, MCA of Metro Washington  
Shane McMorrow, Executive Director, MCA/MSCA of New York  
*While we understand our challenges, do we fully understand those of the union? This will help us understand the challenges the union faces and the role of the business manager.*

**2:15 PM – 2:30 PM**

**Break**

**2:30 PM – 3:15 PM**

**Unlocking the Potential of the IRC: Making It Work for Your Negotiations**

John Rayburn, Executive Director, MCA of Chicago

**3:15 PM – 4:00 PM**

**Reaching Agreement: Understanding Power and Purpose of Mediation**

Richard Barnes, C. Richard Barnes & Associates

*Richard will provide an update on the FMCS and explore how private mediation could play a role in local union negotiations.*

## **Tuesday, October 7, 2025**

*All General Sessions are held in Raphael 1-3*

**7:00 AM – 7:45 AM**

**Breakfast**

Da Vinci 2-4

**7:45 AM – 8:30 AM**

**National Labor Relations: Emerging Trends and What They Mean for You**

*What changes are national labor relations directors seeing?*

**8:30 AM – 9:30 AM**

**AI's Influence on Collective Bargaining: Preparing for the Future of Negotiation**

Tom Bello, Executive Director, MCA of Metro Washington

Shane McMorrow, Executive Director, MCA/MSCA of New York

*Our moderators will talk with national experts about what impact AI may have on collective bargaining agreements.*

**9:30 AM – 9:45 AM**

**Break**

**9:45 AM – 10:30 AM**

**The Unique Landscape of Service Bargaining: Expert Perspectives**

*National experts present the challenges of bargaining for service and how it is unique from construction.*

**10:30 AM – 11:30 AM**

**Beyond the Contract: Why Positive Labor Relationships are Essential**

Bob Bergman, Executive Director, Utah MCA

*Bob will speak with panelists on present case studies that illustrate the importance of a positive relationship with local union officials.*

<b>11:30 AM – 12:00 PM</b>	<b>The Trust Fund Factor: Understanding It's Impact on Collective Bargaining</b> Steve Lamb, Executive Trainee Program Consultant, MCAA Shane McMorrow, Executive Director, MCA/MSCA of New York	
<b>12:00 PM – 1:00 PM</b>	<b>Lunch</b>	Da Vinci 2-4
<b>1:00 PM – 2:30 PM</b>	<b>Yes – No – Maybe Sometimes</b> Tom Bello, Executive Director, MCA of Metro Washington Shane McMorrow, Executive Director, MCA/MSCA of New York Steve Lamb, Executive Trainee Program Consultant, MCAA Ed Kommers, Kommers Services <i>Our expert panel passionately debates the pros and cons of common provisions and strategies often seen at our bargaining tables.</i>	
<b>2:30 PM – 3:00 PM</b>	<b>Ten Things I Think I Know About Collective Bargaining...But Maybe Not!</b> Steve Lamb, Executive Trainee Program Consultant, MCAA <i>Let us close with a stirring look at what's ahead!</i>	
<b>3:00 PM</b>	<b>Conference Conclusion – Thank You!</b>	

## If Registered for the MCAA/UA Labor Relations Conference: Wednesday, October 8, 2025

<b>2:00 PM – 5:30 PM</b>	<b>Registration for the MCAA/UA Labor Relations Conference</b>	Registration Desk 4
<b>5:30 PM – 6:30 PM</b>	<b>Joint Reception by MCAA &amp; the UA</b>	

**Thank You!**