

MCAA

— 2016 —

COLLECTIVE BARGAINING SEMINAR



Collective
Bargaining
Seminar



The 2016 edition of the MCAA Collective Bargaining Seminar is broad and expansive, covering bargaining pact issues across all market sectors, and recent developments in Taft-Hartley benefits plans. This year's Collective Bargaining Seminar is bigger and better than ever. The program starts the morning of Wednesday, November 2nd and concludes at lunch time on Friday, November 4th. This is your chance to discuss and ask questions of high-level labor and employment law experts in Washington, DC. Send your local association bargaining team, company principals, and company employment administrators to this valuable and information-packed program.

FEATURED SESSIONS/SPEAKERS



Richard Barnes

C. Richard Barnes & Associates

Don't miss the conference kick-off session at 10:00 a.m. on Wednesday, November 2, where Richard Barnes will lead an informative discussion on *Planning Long Term Bargaining Approaches featuring Lessons Learned from Bargaining Teams* in 2016 negotiations.

Barnes will also cover the Collective Bargaining Process and Constructive Labor Management Relations. Topics

of discussion will include:

- Bargaining Relationship – how to achieve mutual gains and collaborative bargaining relations with local unions
- Bargaining Process – how to build a bargaining team and effective bargaining techniques

This session will conclude with a panel discussion showcasing some examples of successful approaches.

C. Richard Barnes & Associates, LLC is a labor relations consulting firm which provides representation, dispute resolution services, workforce training and development, and leadership coaching. Prior to forming the company, Barnes was the Executive Director of the Center for the Workplace at Georgia State University. For 17 years preceding his tenure at Georgia State, Barnes served as a Federal Mediator with the Federal Mediation and Conciliation Service (FMCS), with seven of those years in executive management and later as Director of FMCS.



Carey Peters

Construction Labor Research Council

Carey Peters, Executive Director of the Construction Labor Research Council (CLRC) has extensive experience in collective bargaining, with expertise in wage related negotiations with all of the building and construction trades unions. He understands first-hand the preparation, information, communication and strategic requirements of successful collective bargaining.

Peters will be leading a session on *Preparing for Collective Bargaining: Facts and Figures* where he will discuss CBA wage and benefit economic analysis and how to value other terms and conditions of the agreement.



Mike Boldt and Ryan Poor

Ice Miller Legal Counsel

Mike Boldt and Ryan Poor from Ice Miller law firm in Indianapolis, Indiana will be sharing their vast expertise in a variety of topics throughout the three-day seminar.

Wednesday afternoon, they will focus on Legal Issues in the Multiemployer Bargaining Unit Structure and Bargaining Preparation including:

- Bargaining law and procedures – what you can/must or should/should not do
- Federal Mediation and Conciliation Service (FMCS) notices
- Union recognition language
- Assignment of bargaining rights
- Beginning actual negotiations and withdrawals from the multiemployer bargaining unit
- Pre-hire agreement issues

Thursday morning, Boldt and Poor will discuss Specific Legal and Contract Administration Issues in Negotiations with Building Trades Unions. This conversation will center around several key topics including: the contract ratification process; strikes and lockouts; and no-strike clauses in national agreements and their effect on local bargaining and industry fund payments.

Friday morning, Boldt and Poor will lend their expertise in Advanced Topics in Collective Bargaining and Labor Contract Administration including:

- Jurisdictional Issues
- Project Labor Agreements (Impact on Local CBAs)
- Industry Advancement Funds Payments
- New Drug Testing Policy Developments
- Interest arbitration and grievance arbitration – effect on bargaining status
- IRC rules and procedures
- Hiring hall issues
- Subcontracting language and restrictions
- Travel pay and on-call issues
- Most favored nation clauses
- New technology and its impact on collective bargaining agreements (i.e. BIM, jobsite health monitoring, etc.)

This year's conference will also feature a question and answer session with Boldt and Poor where attendees can discuss issues impacting their association's bargaining and receive advice from these two industry experts.

Mike Boldt is Of Counsel in Ice Miller's Labor & Employment Group. Most of his time spent as the chief spokesperson for employers in collective bargaining. Mike is also the firm's senior construction labor lawyer, regularly providing representation to national contractor associations, their local chapters and individual contractors.

Ryan Poor helps employers solve tough workplace problems, develop positive employee relations, deal with unexpected crises, and prevent unnecessary litigation. He guides employers through the minefields of government investigations and defends them when they have been sued or received administrative charges.



Josh Shapiro and Michael Kreps

Groom Law Group

Josh Shapiro (Senior Actuarial Advisor) and Michael Kreps (Principal) with Groom Law Group will join the seminar Friday

morning for an in-depth Multiemployer Pension discussion. Multiemployer pension plan reform and alternate plan design options are the most important issues facing the industry this year.

Shapiro's practice focuses on the design, funding, and administration of multiemployer retirement plans. He was a principal member on the team that spearheaded the legislative effort that resulted in the passage of the Multiemployer Pension Reform Act of 2014. He is a frequent speaker and author on multiemployer plan topics and has testified before the US House of Representatives on the need for comprehensive pension reform.

Kreps counsels employers, plan sponsors, financial institutions, trade associations, and coalitions on retirement, health, tax, and employment matters. He specializes in issues relating to public policy, fiduciary responsibility, and plan funding and restructuring. Previously, Kreps served as the Senior Pensions and Employment Counsel for the U.S. Senate Committee on Health, Education, Labor, and Pensions from the 110th through the 114th Congress.

ADDITIONAL SESSIONS/SPEAKERS

The remainder of our program is packed with informative bargaining information including a session on *State, Local, and Federal Regulatory Issues Impacting Collective Bargaining* such as Federal, State, and Local Paid Sick/Family Leave Requirements. You will also hear from several MCA Local Affiliate Executives on new pension plan proposals.

This year's seminar will feature regulators from the Department of Labor's Wage and Hour Division and the Office of Federal Contract Compliance Programs (OFCCP) to discuss the following:

- Wage Surveys (per diem payments on Collective Bargaining Agreements and Prevailing Wage reports)
- Federal Contract Paid Sick Leave Requirements
- Equal Employment Opportunity/Affirmative Action in Employment for Federal Construction Contractors
- Written Affirmative Action Plan Requirements for Registered Apprenticeship Programs



CONFERENCE SCHEDULE

Wednesday, November 2

10:00 a.m. – 12:00 p.m. – Planning Long Term Bargaining Approaches and Lessons Learned from Bargaining Teams – Richard Barnes, moderator and a panel of Local Affiliate Executives

12:00 p.m. – 1:00 p.m. – Lunch

1:00 p.m. – 2:00 p.m. – Preparing for Collective Bargaining: Facts and Figures – Carey Peters

2:00 p.m. – 5:00 p.m. – Legal Issues in Multiemployer Bargaining Unit Structure and Bargaining Preparation – Mike Boldt and Ryan Poor

5:00 p.m. – 7:00 p.m. – Opening Reception

Thursday, November 3

7:00 a.m. – 8:00 a.m. – Breakfast

8:00 a.m. – 10:00 a.m. – Specific Legal and Contract Administration Issues in Negotiations with Buildings Trade Unions – Mike Boldt and Ryan Poor

10:00 a.m. – 12:00 p.m. – State, Local, and Federal Regulatory Issues Impacting Collective Bargaining (i.e. Paid Sick Leave Requirements) – DOL Officials Invited

12:00 p.m. – 1:00 p.m. – Lunch

1:00 p.m. – 2:00 p.m. – Davis Bacon Prevailing Wage Administration Issues – DOL Officials Invited

2:00 p.m. – 3:30 p.m. – Equal Opportunity/Affirmative Action in Employment for Federal Construction Contractors; Written Affirmative Action Plan Requirements for Registered Apprenticeship Programs – DOL/OFCCP Officials Invited

3:30 p.m. – 4:30 p.m. – Q&A Session – Mike Boldt and Ryan Poor

4:30 p.m. – 5:30 p.m. – Happy Hour and Networking Reception

Friday, November 4

7:00 a.m. – 8:00 a.m. – Breakfast

8:00 a.m. – 10:00 a.m. – Advanced Topics in Collective Bargaining and Labor Contract Administration – Mike Boldt and Ryan Poor

10:00 a.m. – 12:00 p.m. – Multiemployer Pension Discussion with Groom Law Group – Josh Shapiro and Michael Kreps and a panel of MCA Local Affiliate Executives discussing new plan proposals

12:00 p.m. – Conference Concludes





MCAA 2016 Collective Bargaining Seminar

Loews Madison Hotel
Washington, DC
November 2 – November 4, 2016



Attendee Information

Name _____ Badge Name _____
 Company Name _____ Title _____
 Street Address _____
 City _____ State _____ Zip _____
 Registrant's Email _____ Cell Phone _____ Work _____
 Email address(es) to send meeting confirmation: _____

Registration Fee	Price
Attendee Registration	\$995

Check (payable to MCAA) AMEX MC VISA

Account Number _____ Expiration _____
 Cardholder Name _____ Billing Zip Code _____
 Signature _____

Hotel Registration

Room Type	Rate	King	2 Beds
Deluxe Room	\$299		

Arrival _____ Departure _____

Do you have any special hotel requirements? _____

YouFirst Rewards #: _____

Rooms at the Group Rate Are Limited And Subject To Availability

Reservations are made on a first come, first serve, space available basis. Every effort will be made to confirm bedding type, although, bedding guarantees are not confirmed. Hotel room rates are for Single and Double occupancy. Hotel room rates are subject to applicable local and state taxes; currently 14.5%. Taxes are subject to change without notice. Check in time is 4:00 PM and check out time is 12:00 PM. **Cancellations within 48 hours of arrival may result in forfeiture of deposit.**

***** If you are planning to pay the hotel room by a company card that is not under your name, you will need to fill out the Hotel's Credit Card Authorization Form and send it to the hotel. Please contact MCAA Meetings Department to request the authorization form.**

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<p>Register online at www.mcaa.org/education</p> <p>If you have questions, please contact the MCAA Meetings Department:</p> <ul style="list-style-type: none"> By phone: (301) 869-5800 By e-mail: eventregistration@mcaa.org By fax: (301) 869-3520 By mail: Meeting Dept., 1385 Piccard Drive, Rockville, MD 20850 <p>Our business hours are 9:00 am–5:00 pm Eastern Time Monday through Friday</p>	<p>MCAA Cancellation & Refund Policy</p> <p>If it becomes necessary to cancel your participation in the conference, please send written notification to MCAA as soon as possible. Please note the following refund information:</p> <p>Substitutions are always accepted.</p> <p>You will receive a full registration refund if you cancel by October 14, 2016.</p>
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