

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.

11:30 AM – 12:00 PM	The Trust Fund Factor: Understanding It's Impact on Collective Bargaining Steve Lamb, Executive Trainee Program Consultant, MCAA Shane McMorrow, Executive Director, MCA/MSCA of New York	
12:00 PM – 1:00 PM	Lunch	Da Vinci 2-4
1:00 PM – 2:30 PM	Yes – No – Maybe Sometimes 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>	
2:30 PM – 3:00 PM	Ten Things I Think I Know About Collective Bargaining...But Maybe Not! Steve Lamb, Executive Trainee Program Consultant, MCAA <i>Let us close with a stirring look at what's ahead!</i>	
3:00 PM	Conference Conclusion – Thank You!	

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

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

Thank You!