



LABOR ARBITRATION INSTITUTE

Energizing Labor Law Education

Labor Law and Labor Arbitration

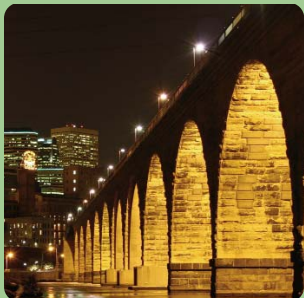
Thursday

November 18, 2010

Minneapolis

register online

www.laborarb.com



Labor Law and Labor Arbitration

We invite you to Minneapolis this Fall to learn the latest developments in labor law and labor arbitration.

The faculty members include a popular law professor and four of the top labor arbitrators in the Midwest. They are experts in labor relations and excellent teachers. And they draw upon their decades of experience to bring a real-world dimension to the training.

The agenda below gives more detail about what you will learn. There is also information about staying overnight, tuition, continuing education credits, and more. Please call or email us (customerservice@laborarb.com) with any question. Your time is valuable and this conference will maximize the investment in your own training.

Agenda

7:15-8:00 a.m.

Registration & Continental Breakfast

8:00-8:30 a.m.

■ The Best Advocates

One of the nation's foremost authorities on trial techniques has analyzed the substance and style of advocates who have argued cases before judges and arbitrators and why they have been successful. What made them great and worth copying?

Prof. John Sonsteng

8:30-10:00 a.m.

■ Discipline & Discharge: Cases from 2010

Using actual cases, the arbitrators explain the principles and rules that apply in these cases: workplace threats, computer misuse, sexual harassment, off-duty misconduct, subpar performance and other hot areas of discipline/discharge.

Panel: Arbs. Jack Flagler, Sharon Imes, Jeffrey Jacobs, and John Remington

10:00-10:15 a.m. **Break**

10:15-11:00 a.m.

■ Serious Offenses

They are referred to as the cardinal offenses — theft, assault and sabotage, but they should be more accurately described as: theft of a substantial amount, the unprovoked assault on a supervisor, and the intentional undermining of the employer's operation. Some add to this: gross insubordination

Conference Location & Registration

The Conference will be held at the Minneapolis Convention Center, a first-class facility with comfortable meeting rooms and an excellent sound system. There is also plentiful parking and our classroom is near the two main entrances. There will be signs posted, and it will take less than 5 minutes to walk from your car. The nearest hotel is under 10 minutes walking, door to door.

The conference tuition of \$325 includes admission to all sessions, the course book on CD, the workbook, and all breaks. You can save \$75 if you register before June 30, because early enrollment tuition is \$250. See the registration form or visit us online at www.laborarb.com



(persistent refusal) and off-duty misconduct involving moral turpitude. A new lecture on the elements and pitfalls in each kind of case.

Arb. Sharon Imes

11:00 a.m.-12:00 Noon

■ Due Process Principle & the Affirmative Defenses

The principle of due process has existed for hundreds of years, but it continues to be refined through court decisions, statutory protections and community standards. An interactive discussion of this important doctrine, plus advice on the affirmative defenses (disparate treatment, excuse, condonation).

Arb. Jack Flagler

12:00-1:00 p.m. Lunch (on your own)

1:00-1:45 p.m.

■ Discipline & Discharge: Advanced Issues

The arbitrators issue bench decisions in a range of cases in which the facts are not the issue, but which legal or arbitral principle should prevail. A technician innocently brings an air gun on his route to scare away dogs, a driver upsets a customer, an employee wants to talk about her love life, but not to everyone and especially not the grievant. The panelists explain how to cut through the issues.

Panel: Arbs. Remington, Imes, Jacobs, and Flagler

1:45-2:30 p.m.

■ Contract Law: Applying the Rules of Construction

Knowing the principles of contract law is indispensable to any contract interpretation case. A fast-paced discussion of the most important principles.

Arb. Jeff Jacobs

2:30-2:45 p.m. Break

2:45-3:45 p.m.

■ Contract Interpretation & Past Practice

As a sequel to the preceding lecture, the arbitrators discuss actual cases in which both sides had compelling arguments. Not all of the arbitrators will agree, and this feedback will help refine or reformulate the arguments. And in some of the cases, the arbitrators will suggest how to rewrite the language in order to avoid the dispute.

Panel: Arbs. Flagler, Imes, Jacobs, Remington

3:45-4:30 p.m.

■ Direct & Cross-Examination Techniques

It is the number one concern from arbitrators – how advocates prepare witnesses and ask questions. Learn what is expected and how to improve your skills on direct and cross-examination.

Prof. Sonsteng

4:30 p.m. Adjournment

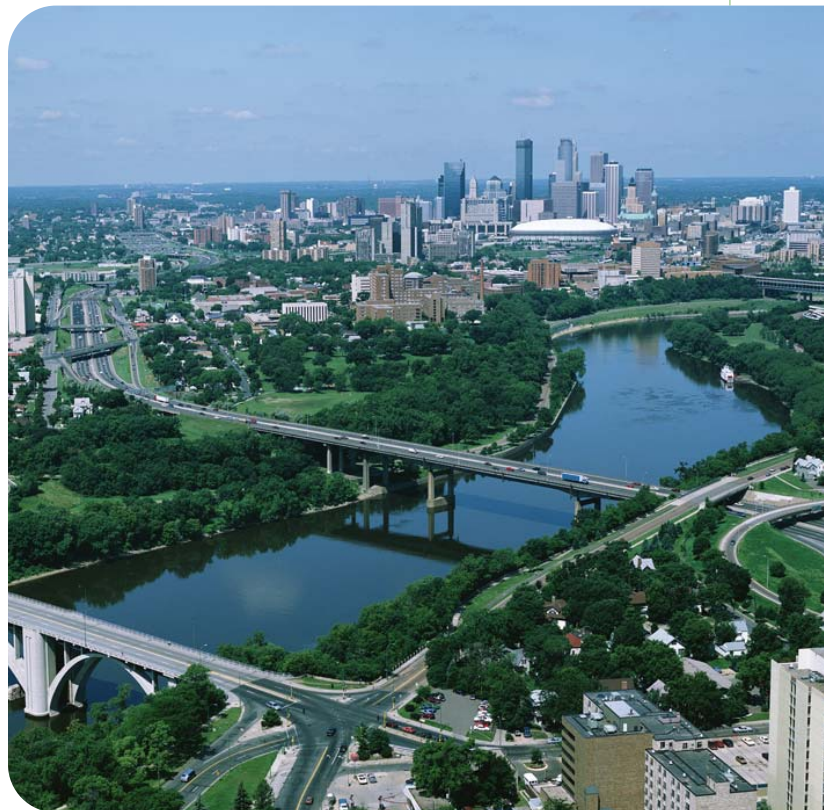
CLE Credit & HR Credit

Attorneys and HR professionals are eligible to receive credit for this conference. CLE credit is based on 7 hours. If you are an attorney, please indicate on the registration form in which state(s) you hold a license.

This program has been approved for 7 recertification credit hours toward PHR, SPHR and GPHR certification through the HR Certification Institute. For more information about certification or recertification, please visit the HRCI website at www.hrci.org



The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit.



Registration Options

1. Register Online at www.laborarb.com
2. Complete this form and mail to the Labor Arbitration Institute
3. Complete this form and fax to 507-645-2474

Labor Law & Labor Arbitration

Thursday, November 18, 2010

Minneapolis Convention Center • (Meeting Room 101 – Level One)

1301 Second Avenue South • Minneapolis MN 55403 • www.minneapolisconventioncenter.com

Name _____ Email _____

Name _____ Email _____

Name _____ Email _____

Name _____ Email _____

Organization _____

Address _____

City _____ State _____ Zip _____ Zip+4 _____

Telephone (include area code) _____

Privacy Policy: The email address you provide is only used by the Labor Arbitration Institute (LAI). LAI does not sell or share its email lists, or any customer lists.

TUITION \$325 per registrant (when registering after June 30, 2010)
 \$250 per registrant (when registered before June 30, 2010)

PAYMENT

Check Enclosed \$ _____

Credit Card Payment \$ _____

Card Number (VISA, MasterCard or American Express) _____

Exp. Date: _____ Cardholder Signature _____

Payment must accompany registration, unless other arrangements are made ahead. Please call the conference registrar at 507-663-1220 for details. Checks may be made payable to Labor Arbitration Institute.

HOTEL ACCOMMODATIONS

For overnight accommodations, we recommend the following hotels which are close to the Minneapolis Convention Center, the site of the conference. (The Hilton is just two blocks and the Marquette is four blocks away and a pleasant walk).

Minneapolis Hilton • www.hilton.com • 1001 Marquette Avenue, Minneapolis MN 55403 • 612-376-1000

Holiday Inn Express • www.hiexmpls.com • 225 So. 11th Street, Minneapolis MN 55403 • 612-341-3300

Marquette Hotel • www.marquettehotel.com • 710 Marquette Avenue, Minneapolis MN 55402 • 612-333-4545

Hotel Ivy • www.starwoodotels.com • 201 So. 11th Street • Minneapolis, MN 55403 • 612-746-4600

MISCELLANEOUS

I am an attorney and request information on CLE credits for the state of _____.

I cannot attend, but please send me information on future conferences.

MAIL TO:

Labor Arbitration Institute
205 South Water Street
Northfield, MN 55057

For more information, call 507-663-1220 or FAX number 507-645-2474

