33rd Annual
ILLINOIS PUBLIC SECTOR LABOR RELATIONS LAW CONFERENCE

DEC 01 2017
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565 W. Adams Street
Chicago, IL 60661-3691
33rd Annual
ILLINOIS PUBLIC SECTOR LABOR RELATIONS LAW CONFERENCE

The state of Illinois continues to be in major flux. How have recent political developments impacted the Illinois public sector? Join over 600 Illinois labor lawyers and labor relations specialists at this annual can’t-be-missed event. Gain real-time access to the key decision-makers who will shape the future of Illinois’ public sector and earn up to 5.75 hours of Illinois MCLE credit hours.

CONFERENCE AT A GLANCE

8:00am–8:30am
Registration

8:30am–8:45am
Welcome & Announcements

8:45am–9:45am
Opening Plenary Panel:
Recent Developments and the Implications for Illinois

9:45am–10:00am
Break

10:00am–11:15am
Concurrent Sessions
- IPLRA Update
- Immigration Issues
- Nuts & Bolts of Conflict Resolution
- Hot Topics in Employee Discipline & Discharge
- School Funding and the Future of Public Education

11:15am–11:30am
Break

11:30am–12:45pm
Concurrent Sessions
- IELRA Developments
- Bargaining without a Budget
- Police Forum
- Healthcare

12:45pm–1:45pm
Lunch

1:45pm–3:00pm
Concurrent Sessions
- Ethical Issues in Labor Board Practices
- Firefighter Forum
- FOIA & OMA
- EEO Update

3:00pm–3:15pm
Break

3:15pm–4:30pm
Concurrent Sessions
- Interest Arbitration
- Ethics - Mental Health and Substance Abuse
- Ethics - Inclusive Workplaces
- Effective Advocacy in Different Forums

4:30pm–5:30pm
Networking Reception

This conference is presented in cooperation with the Illinois Labor Relations Board and the Illinois Educational Labor Relations Board.
FEATURED FACULTY

OPENING PLENARY PANEL

Stephen Befort
Gray, Plant, Mooty, Mooty, and Bennett Professor of Law, University of Minnesota Law School, Arbitrator, NAA

Christopher Glynn
Former Director, Employee & Labor Relations, Caterpillar Inc.

Jorge Ramirez
President
Chicago Federation of Labor

CONFERENCE PLANNING COMMITTEE

Temikorede Bennett
Cook County Health & Hospitals System

Victor E. Blackwell
Illinois Educational Labor Relations Board

David Born
Federal Mediation & Conciliation Service

Jeff Brown
Ancel, Glink, Diamond, Bush, DiCianni & Krafftthefer, P.C.

Lisa R. Callaway
Engler, Baasten, & Starga LLC

Kelly Anne Keeler Calvanico
Chicago-Kent College of Law

Lawrence J. Casazza
Retired

R. Theodore Clark Jr.
Clark Baird Smith LLP

Gilbert A. Cornfield
Cornfield & Feldman

Tamara Cummings
IL FOP Labor Council

Joel D’Alba
Asher Gittler & D’Alba Ltd.

Pat Devaney
Associated Fire Fighters of Illinois

Kenneth E. Edwards
IUOE Local 150

Stanley Eisenstein
Katz, Friedman, Eagle, Eisenstein, Johnson, & Bareck PC

James C. Franczek, Jr.
Franczek Radelet PC

Joseph M. Gagliardo
Laner Muchin, Ltd.

Philip H. Gerner III
Robbins Schwartz

Marianel A. Hernandez
Jacobs, Burns, Orlow, & Hernandez

A. Lynn Himes
Scariano, Himes & Petrarca Chtl.

Therese L. Hodges
Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP

Helen J. Kim
National Labor Relations Board

Ronald Kramer
Seyfarth Shaw LLP

Susan Lewers
Chicago-Kent College of Law

Robert C. Long
Littler Mendelson PC

Martin H. Malin
Chicago-Kent College of Law

César F. Rosado Marzán
Chicago-Kent College of Law

Susan M. Matta
Carmell, Charone, Widmer, Moss, & Barr Ltd.

Melissa Mlyniski
University of Illinois, Springfield

Joseph T. Moriarty
Board of Education, City of Chicago

Lisa B. Moss
Carmell, Charone, Widmer, Moss & Barr Ltd.

John J. Murphy
Scariano, Himes & Petrarca Chtl.

Michael Newman
AFSCME Council 31

Jill P. O’Brien
Laner Muchin, Ltd.

Giacomo A. Pecoraro
IL Association of Chiefs of Police, Retired

Jerald S. Post
Illinois Labor Relations Board

James J. Powers
Clark Baird Smith LLP

Kelly A. Powers-Hamp
Chicago-Kent College of Law

Sylvia Rios
Illinois Education Association, NEA

Tyson Roan
SEIU Local 73

Marsha Ross-Jackson
Chicago-Kent College of Law

Kathy Shaevel
Illinois Federation of Teachers

Sean M. Smoot
Policemen’s Benevolent & Protective Association of IL

Kimberly Stevens
Illinois Labor Relations Board

Joseph E. Tilson
Cozen O’Connor

Robin Ward
Village of Arlington Heights

Susan Willenborg
Illinois Educational Labor Relations Board

Jacalyn J. Zimmerman
Arbitrator, NAA
CONFERENCE FACULTY

Thomas J. Arkell
Dunn Law Firm, LLP

Gary L. Bailey
Illinois FOP Labor Council

James Baird
Clark Baird Smith LLP

Stephanie L. Barton
City of Springfield

Stephen F. Befort
University of Minnesota Law School, Arbitrator, NAA

Mark W. Bennett
Laner Muchin, Ltd.

Victor E. Blackwell
Illinois Educational Labor Relations Board

Robert E. Bloch
Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich

Chasity Boyce
Skadden Arps Slate Meagher & Flom LLP

James Q. Brennwald
James Brennwald, Arbitrator

Jeff Brown
Ancel, Glink, Diamond, Bush, DiCianni & Kraffttheuer, P.C.

Lisa R. Callaway
Engler, Callaway, Baasten, & Sraga LLC

Chelsy A. Castro
Illinois Lawyers’ Assistance Program

Nicoie L. Chaney
Teamsters Local 700

Gilbert A. Cornfield
Cornfield & Feldman

Tamara Cummings
Illinois Fraternal Order of Police Labor Council

Joel A. D’Alba
Asher Gitter & D’Alba Ltd.

Pat Devaney
Associated Fire Fighters of Illinois

Kenneth E. Edwards
IUOE Local 150

Felicia L Frazier
Odelson & Sterk, Ltd.

J.P. Fyans III
Teamsters Local Union No. 916

Benjamin Gehrt
Clark Baird Smith LLP

Thomas J. Gilbert
Ottosen Britz Kelly Cooper Gilbert & DiNolfo Ltd.

Christopher Glynn
Formerly, Caterpillar, Inc.

Jim Green
Potter Bolaños LLP

Susan Gzesh
Hughes Socol Piers Resnick & Dym, Ltd.

Dawn Harden
Illinois Educational Labor Relations Board

Tiffany Harper
Grant Thornton LLP

Marisel A. Hernandez
Jacobs, Burns, Orlow & Hernandez

A. Lynn Himes
Scariano, Himes, & Petrarca Chtl.

Therese L. Hodges
Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP

Thomas Jeffery
Federal Mediation & Conciliation Service

David A. Johnson
Franczek Radelet PC

John H. Kelly
Ottosen Britz Kelly Cooper Gilbert & DiNolfo Ltd.

Helen J. Kim
National Labor Relations Board

Robert P. Lyons
Illinois Education Association, NEA

Joseph R. Mazzone
Joseph R. Mazzone Attorney and Counselor at Law

Thomas M. Melody
Klein Thorpe & Jenkins Ltd.

Martha Merrill
AFSCME Council 31

Melissa Mlynski
University of Illinois-Springfield

Lisa B. Moss
Carmell Charone Widmer Moss & Barr Ltd.

Jill P. O’Brien
Laner Muchin, Ltd.

Ngozi Okorafor
Office of Governor Rauner

Sarah Pratt
Illinois Attorney General’s Office

Jorge Ramirez
Chicago Federation of Labor

Brian E. Reynolds
Brian E. Reynolds, Attorney/Arbitrator

Robert E. Riley
Robbins, Schwartz, Nicholas, Liffon & Taylor, Ltd.

Joy A. Roberts-Caldwell
Chicago Transit Authority

Mitch Roth
Illinois Education Association, NEA

Deena Sanceda
Illinois Labor Relations Board

Sara S. Schumann
Allison, Slutsky & Kennedy, P.C.

Tejas Shah
Franczek Radelet PC

Sean M. Smoot
Policemen’s Benevolent & Protective Association of IL

Kimberly Stevens
Illinois Labor Relations Board

Rosa M. Tiscareno
Federal Mediation & Conciliation Service

Laura Urso
Illinois Education Association, NEA

Anna Wermuth
Cozen O’Connor

Susan Willenborg
Illinois Educational Labor Relations Board

Daniel Zapata
SEIU Local 73
8:00am – 8:30am
Registration

8:30am – 8:45am
Welcome & Announcements

8:45am – 9:45am
OPENING PLENARY PANEL

RECENT DEVELOPMENTS AND THE IMPLICATIONS FOR ILLINOIS

Stephen F. Befort, Gray, Plant, Mooty, Mooty, and Bennett Professor of Law, University of Minnesota Law School, Arbitrator, NAA
Christopher Glynn, Former Director, Employee & Labor Relations, Caterpillar, Inc.
Jorge Ramirez, President, Chicago Federation of Labor

9:45am – 10:00am
Break

10:00am – 11:15am
CONCURRENT SESSIONS

IPLRA Update
Gary L. Bailey, Counsel, IL FOP Labor Council
James Baird, Partner, Clark Baird Smith LLP
Helen J. Kim, General Counsel, National Labor Relations Board

Immigration Issues
Thomas J. Arkell, Attorney, Dunn Law Firm, LLP
Susan Gzesh, Of Counsel, Hughes Socol Piers Resnick & Dym, Ltd.
Tejas Shah, Immigration Counsel, Franczek Radelet PC
Daniel Zapata, Counsel, SEIU Local 73

Nuts & Bolts of Conflict Resolution
Robert E. Riley, Partner, Robbins, Schwartz, Nicholas, Lifton & Taylor, Ltd.
Rosa M. Tiscareno, Commissioner, Federal Mediation & Conciliation Service
Laura Urso, UniServ Director, Illinois Education Association, NEA

Hot Topics in Employee Discipline & Discharge
Felicia L. Frazier, Partner, Odelson & Sterk, Ltd.
Jim Green, Attorney, Potter Bolanos LLP
Thomas M. Melody, Partner, Klein Thorpe & Jenkins Ltd.
Sara S. Schumann, Attorney, Allison, Slutsky & Kennedy, P.C.

School Funding and the Future of Public Education
Robert E. Bloch, Attorney, Dowd, Bloch, Bennett, Cervone, Auерbach & Yokich
A. Lynn Himes, Equity Partner, Scariano, Himes, and Petrarca Chid.
Therese L. Hodges, Partner, Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP
Mitch Roth, General Counsel, Illinois Education Association, NEA

11:15am – 11:30am
Break

11:30am – 12:45pm
CONCURRENT SESSIONS

IELRA Developments
Lisa R. Callaway, Managing Partner, Engler, Callaway, Baassen, & Stag LC
Robert P. Lyons, Associate General Counsel, Illinois Education Association, NEA
Susan Willenborg, General Counsel, Illinois Educational Labor Relations Board

Bargaining Without a Budget
Stephanie L. Barton, Labor Relations Manager, City of Springfield
Joel A. D’Alba, Partner, Asher Gittler & D’Alba Ltd.
J.P. Fyans III, Legal Counsel, Teamsters Local Union No. 916

Police Forum
David A. Johnson, Partner, Franczek Radelet PC
John H. Kelly, Shareholder, Ottosen Britz Kelly Cooper Gilbert & DiNofrio Ltd.
Joseph R. Mazzone, Attorney and Counselor at Law, Joseph R. Mazzone Attorney and Counselor at Law
Sean M. Smoot, Director & Chief Legal Counsel, Policemen’s Benevolent & Protective Association of IL

Healthcare
Thomas Jeffery, Commissioner, Federal Mediation & Conciliation Service
Martha Merrill, Director of Research, AFSCME Council 31
Jill P. O’Brien, Partner, Laner Muchin, Ltd.

““The conference exceeded my expectations. Outstanding speakers. Useful and usable information. Top-notch networking. The one conference each year that I won’t miss!”

– Previous Attendee

PROGRAM SCHEDULE DECEMBER 01, 2017
12:45pm – 1:45pm
Lunch

1:45pm – 3:00pm
CONCURRENT SESSIONS

Ethical Issues in Labor Board Practice
Victor E. Blackwell, Executive Director, Illinois Educational Labor Relations Board
Dawn Harden, Administrative Law Judge, Illinois Educational Labor Relations Board
Deena Sanceda, Staff Counsel, Illinois Labor Relations Board
Kimberly Stevens, Executive Director, Illinois Labor Relations Board

Firefighter Forum
Pat Devaney, President, Associated Fire Fighters of Illinois
Benjamin Gehrt, Attorney, Clark Baird Smith LLP
Thomas J. Gilbert, Attorney, Ottosen Britz Kelly Cooper Gilbert & DiNolfo Ltd.
Lisa B. Moss, Partner, Carmell Charone Widmer Moss & Barr

FOIA & OMA
Jeff Brown, Attorney, Ancel, Glink, Diamond, Bush, DiCianni & Krafftthefer, P.C.
Kenneth E. Edwards, Senior Counsel, IUOE Local 150
Sarah Pratt, Public Access Counselor, Illinois Attorney General’s Office

EEO Update
Marisel A. Hernandez, Partner, Jacobs, Burns, Orlow & Hernandez
Ngozi Okorafor, Policy Advisor, Office of Governor Bruce Rauner
Anna Wermuth, Vice Chair Labor & Employment Department, Cozen O’Connor

3:00pm – 3:15pm
Break

3:15pm – 4:30pm
CONCURRENT SESSIONS

Interest Arbitration
Mark W. Bennett, Partner, Laner Muchin, Ltd.
Tamara Cummings, General Counsel, Illinois Fraternal Order of Police Labor Council
Brian E. Reynolds, Arbitrator/Attorney, Brian E. Reynolds, Attorney/Arbitrator

Ethics – Mental Health and Substance Abuse
Chelsy A. Castro, Director of Outreach and Clinical Program, Illinois Lawyers’ Assistance Program

Ethics – Inclusive Workplaces
Charity Boyce, Diversity and Inclusion Projects Manager, Skadden Arps Slate Meagher & Flom LLP
Nicole L. Chaney, General Counsel, Teamsters Local 700
Tiffany Harper, Attorney, Grant Thornton LLP
Joy A. Roberts-Caldwell, Senior Attorney, Labor & Employment, Chicago Transit Authority

Effective Advocacy in Different Forums (Labor Board v. Arbitration)
James Q. Brennwald, Arbitrator, James Brennwald Gilbert A. Cornfield, Member, Cornfield & Feldman
Melissa Mlynski, Sr. Dir, Human Resources, University of Illinois-Springfield

4:30pm – 5:30pm
NETWORKING RECEPTION
## UPcoming CLE Conferences

<table>
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<tr>
<th>Date</th>
<th>Event Details</th>
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| September 28, 2017 | 8th Annual Supreme Court IP Review  
Approved for 5.75 hrs of IL MCLE credit, including 1 hr of ethics credit |
| October 12, 2017 | Valuation Solutions for Business Attorneys & CFOs: Standards & Current Corporate Issues 2017, Approved for 4 hrs of IL MCLE including 1/2 hr Ethics |
| October 19, 2017 | Fin(Legal)Tech Conference, by invitation only  
Eligible for 7 hrs of IL MCLE credit |
| October 20, 2017 | The Power of PTAB: The New Authority in Patent Law, IL MCLE to be determined |
| October 27, 2017 | Institute for Law and the Workplace Members’ Conference, by invitation only  
IL MCLE to be determined |
| November 3, 2017 | 9th Annual Conference on Futures & Derivatives  
Eligible for 5.75 hrs of IL MCLE, including 1 hr of ethics credit and 6.5 hrs of IL CPE credit, including 1 hr ethics credit |
| April 10, 2018  | 40th Annual Kenneth M. Piper Lecture (free!)  
Employment Arbitration: Empirical Analysis  
IL MCLE to be determined |
| April 26 & 27, 2018 | 35th Annual Section 1983 Civil Rights Litigation Conference  
IL MCLE to be determined |

### WHO SHOULD ATTEND?

- Attorneys  
- State & Local Government Officials  
- Union Officials  
- Business Agents  
- UniServ Directors  
- Arbitrators & Mediators  
- Public Education Officials, Administrators, & Labor Relations Officers

### WHY ATTEND?

This is a must-attend event for anyone who wants the most current information on the happenings in Springfield and beyond. You will:

- Learn from the most qualified leaders and practitioners  
- Hear directly from key regulators & thought leaders  
- Interact directly with the panel during Q&A  
- Connect and learn from your peers

"Interesting and smart discussions raised today, strong content." – Previous Attendee
Get in front of your audience first-hand when you confirm your support as a session sponsor. Be everyone’s favorite phrase when you become a Wi-Fi sponsor. These are just a couple of the opportunities available at this conference and others throughout the year. Contact Kelly Calvanico, CLE Director, at 312.906.5091 or cle@kentlaw.iit.edu for further information.

**INTERESTED IN SPONSORSHIP OPPORTUNITIES?**

www.kentlaw.iit.edu/ilw

Created in 1996, the Institute for Law and the Workplace is a national center for research, training, dialogue and reflection on the law that governs the workplace. The institute serves as an intellectual home for the labor and employment law community in Chicago and nationally. It pools the resources of leading scholars and the professional community to train students and professionals, monitor workplace trends, and reflect upon issues confronting the labor and employment law community in a neutral academic setting.

**Executive Director**
Assistant Dean
Marsha L. Ross-Jackson

**Director**
Professor Martin H. Malin
Professor César F. Rosado Marzán

**Faculty**
Professor Howard C. Eglit
Professor Richard J. Gonzalez
Professor Laurie E. Leader
Professor Henry H. Perritt, Jr.
Professor Carolyn Shapiro

THE INSTITUTE FOR LAW AND THE WORKPLACE

www.kentlaw.iit.edu/ilw
CONTINUING EDUCATION CREDIT

<table>
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<th>5.75 hrs</th>
<th>2.5 hrs ethics, pending approval</th>
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HOTEL ACCOMMODATIONS

We have negotiated a special rate for our conference attendees at the following hotel:

The Crowne Plaza Chicago Metro
733 W. Madison Street
Chicago, IL 60601
Phone: 312.829.5000
www.crowneplaza.com/chicagometro
Reservations: https://tinyurl.com/Crowne17
(Group Code: P7S)

The Crowne Plaza Chicago Metro is located just four blocks from Chicago-Kent and is a union hotel. Rooms are available at the group rate of $169/night plus tax. Reservation may be made by contacting the hotel directly at 312.829.5000 or online at https://tinyurl.com/Crowne17

When registering online enter the group code P7S. To enjoy this special group rate, reservations must be made by November 2, 2017. Please be sure to mention you are attending the IIT Chicago-Kent IL Public Sector Labor Law Conference when making your reservations to receive our special group rate.

CANCELLATION POLICY

A full tuition refund will be granted if received by November 3, 2017. Tuition, less a 25% cancellation fee will be granted if received between Nov. 3, 2017 and Nov. 24, 2017. No refunds will be granted if received after November 24, 2017, but a substitution of attendees for this program will be permitted. Registrations made with a purchase order not cancelled before the Nov. 24 deadline will be charged 25% of the registration fees. Registrants not entitled to a refund will receive access to the written materials.

Email cancellation notices to cle@kentlaw.iit.edu.
PRICING
33rd Annual Illinois Public Sector Labor Relations Law Conference | December 01, 2017

<table>
<thead>
<tr>
<th>Check applicable box:</th>
<th>Submitted between July 29-Nov. 24</th>
<th>Submitted between July 29-Nov. 24</th>
<th>Submitted after Nov. 24, 2017</th>
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*To qualify for the group pricing you need only register 3 or more individuals at the same time.

REGISTRATION FORM

Prefix | Name(s) (please print) | Professional Title(s) |
--------|------------------------|------------------------|

Firm/Company/Organization

Address

City, State, Postal Code

Telephone | Fax | Email
---------|-----|-----

Please List Any Special Dietary Requirements or Accessibility Needs

CLE Credit? | Yes | No | HRCP Credit? | Yes | No

Attorney Registration #

Registration Code (Enter characters appearing on the mailing label. Please enter this ID even if the label is addressed to someone else. Thank you!)

PAYMENT INFORMATION

AMOUNT: $

PAYMENT TYPE:

☐ Payment by check
   (Make check payable to: Chicago-Kent College of Law)

☐ Payment by credit card
   ☐ VISA ☐ MasterCard ☐ American Express ☐ Discover

Name on Card

Card Number | Expiration Date | CSV Code
------------|----------------|--------

Signature

Billing Address, City, State, Postal Code

☐ Payment by Purchase Order
   Purchase Order Number: __________

NOTE: Registration form must accompany payment information, a purchase order, or a voucher. Purchase orders or vouchers will not be accepted unless a hard copy is submitted with an assigned purchase order or voucher number. If your agency is transferring funds electronically, please notify us as soon as possible.

EASY WAYS TO REGISTER

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565 W. Adams Street
Chicago, IL 60661-3691
33rd Annual
ILLINOIS PUBLIC SECTOR LABOR
RELATIONS LAW CONFERENCE
Friday, December 01, 2017

Earn up to 5.75 hrs IL MCLE credit