

# 2023 Oregon Labor Law Conference

## Summary of Classes

### **9:00 AM – 9:50 AM**

#### **Keynote Presentation**

*(Amanda Sager, Operations Organizer, Portland, Jobs with Justice; Scott Oldham, IUPAT, District Council 5; Darren Boyce, SMART Local 16; and other(s) TBA)*

Unions in the Northwest have been organizing fast and furiously, even in the face of the pandemic and the efforts of the Trump NLRB to unwind labor law protections. In this Keynote Presentation we'll hear from several seasoned and successful union organizers about the strategies they've used to increase union power. This will be a moderated panel discussion with time for your questions.

### **10:00 AM – 10:50 AM**

**Oregon Employment Relations Board Update** (*ERB Board Members*) B For anyone in the public sector in Oregon, or anyone with bargaining units in the public sector, this class is essential. Learn from the ERB what to use ERB for and how. Also get an update on new developments in ERB case law.

**National Labor Relations Board Update** (*NLRB Subregion 36 Staff*) - Learn about NLRB processes and recent important NLRB decisions from the past year. This is also an opportunity to ask questions of the Local NLRB staff and learn about how to be successful before the NLRB.

### **11:00 AM – 12:20 PM**

**Offensive Bargaining** (*David Rosenfeld, Weinberg Roger & Rosenfeld*) B Many employers give unions short shrift in response to information requests. Others simply march toward impasse. Too often unions do not have a big-picture strategy that will assist them in their negotiations. Learn from the person who wrote the book on how to avoid impasse, prevent employers from withdrawing recognition, and achieve a fair contract. David will cover all the basics and will likely introduce some new topics this year.

**Federal and Oregon Leave Laws** (*Liz Joffe, McKanna Bishop Joffe LLP*) B Liz reviews the basics of federal and Oregon leave laws and new developments, including Oregon's Paid Family and Medical Leave Insurance (PFMLI) program, which starts January 1, 2023. Liz's handy reference chart for leave questions has guided union leaders for decades. If you have ever had questions about leave issues, you won't want to miss this class.

## **2023 Oregon Labor Law Conference B Summary of Classes (Cont.)**

### **12:30 PM – 1:20 PM**

#### **Lunch with Oregon's New Labor Commissioner**

Enjoy lunch while hearing from Oregon's newly elected, labor-endorsed Commissioner of the Bureau of Labor & Industries **Christina Stephenson**. Commissioner(-elect) Stephenson will speak about her plans for strengthening wage, hour, leave and apprenticeship standards in Oregon in her new role. There should be time for questions from the audience.

### **1:30 PM – 2:20 PM**

**Organize And Resist** (*David Rosenfeld, Weinberg Roger & Rosenfeld*)— David is a master of advising unions on cutting edge organizing strategies. Back by popular demand, this class will feature strategies for using First Amendment and other protections to engage in resistance and protest. He will also address ways labor can pursue legislation and other strategies at the state level to challenge anti-union forces.

**Arbitration: From the Arbitrators' Perspective** (*Barbara Diamond, Arbitrator; Shianne Scott, Arbitrator*) B Northwest Arbitrators Diamond and Scott will speak as regular decision makers about what Union representatives can do to build a strong case and succeed in arbitration. They will also come prepared to discuss new trends in labor arbitration. This session is guided by audience questions, so come prepared with yours.

### **2:30 PM – 3:20 PM**

**Social Media Campaigns** (*Rich McCracken, McCracken Stemerman & Holsberry*) – Communication with members, potential members and the public is crucial for organizing new unions, conducting contract campaigns and keeping union members informed on the job. It's no secret that social media plays a critical role in how everyone communicates in the 21<sup>st</sup> Century. In this class, Rich, an expert on comprehensive strategic campaigns, will discuss how unions can make effective use of powerful social media techniques that conform to and make use of the law, but do not involve litigation.

**NLRB Under Biden** (*Caren Sencer, Weinberg Roger & Rosenfeld*) B Caren provides an update on what the NLRB has done under the Biden administration to rebuild after the devastation inflicted during the Trump era. She'll discuss General Counsel Jennifer Abruzzo's heroic efforts to get federal labor law protections back on track, and how the NLRB has responded.

### **3:30 PM – 4:20 PM**

**Secondary Campaign Theory and Techniques** (*Rich McCracken, McCracken Stemerman & Holsberry*) Unions can enhance support for their organizing campaigns by expanding their reach beyond just the employer they have organized or are seeking to organize. Rich will describe how these secondary campaigns can be used to help unions win contract and organizing campaigns. As the International Counsel to UNITE HERE and principal outside counsel to the Sheet Metal Worker's international union, Rich has unparalleled expertise and experience to share on the "do's and don'ts" of these secondary campaigns

**Armour-Globe Elections** (*Caren Sencer, Weinberg Roger & Rosenfeld*) – Caren provides a

## **2023 Oregon Labor Law Conference B Summary of Classes (Cont.)**

primer on a practical and effective NLRB strategy unions can use to expand their existing power – the “Armour-Globe election.” This specialized NLRB representation election allows unions to add unrepresented employees to the union’s existing bargaining unit when they share a “community of interest.” Based on her deep experience with these types of cases, Caren will offer expert advice on the standards and processes that apply in these elections, and she’ll provide updates on the ways unions have successfully used them.