

**September 23-24, 2021**

Crowne Plaza Columbus North

6500 Doubletree Ave.  
Columbus, OH 43229  
(614) 885-1885

*Plan now to attend one of the largest gatherings of labor advocates and arbitrators, receive first-rate, balanced instruction on cutting edge labor arbitration topics, and participate in dedicated networking opportunities with both advocates and neutrals.*

*Application has been made with the Supreme Court of Ohio Commission of Continuing Legal Education for 9.50 total CLE hours, with .50 attorney professional conduct instruction.*

**Intended audience:**  
Advocates (Union and Management) and Neutrals (Arbitrators and Mediators), Attorneys, Lay Representatives, HR Professionals, Law Students interested in a career in labor law.

*48th Annual*

# Arbitrator & Advocate Symposium

Symposium Co-Sponsored By:



# Agenda

Thursday, September 23, 2021

|                    |                                                                                                                                                                                                                   |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12:00 PM – 1:00 PM | <b>Symposium Check-In</b>                                                                                                                                                                                         |
| 1:00 PM – 1:15 PM  | <b>Welcome - Stephen Lazarus</b>                                                                                                                                                                                  |
| 1:15 PM – 1:45 PM  | <b>Looking at the Crystal Ball: What Lies Ahead for Labor Arbitration</b><br>Presenter: Susan Stewart, President, National Academy of Arbitrators<br>( <i>Moderator: Gregory Szuter</i> )                         |
| 1:45 PM – 2:45 PM  | <b>Hot Topics in Labor Law</b><br>Presenter: Rick Bales<br>( <i>Moderators: Mike Duco &amp; Stephen Lazarus</i> )                                                                                                 |
| 2:45 PM – 3:00 PM  | <b>Break</b>                                                                                                                                                                                                      |
| 3:00 PM – 3:30 PM  | <b>The Ethics of Whether and How to Conduct Arbitration by Video</b><br>Presenter: Arthur Pearlstein<br>( <i>Moderator: Mike Franczak</i> )                                                                       |
| 3:30 PM – 5:00 PM  | <b>The Impact of COVID on Negotiations, Mediation, and Arbitration</b><br>Panelists: William Heekin, Brittney Howard, Beverly Meyer, & Jessica Monroe<br>( <i>Moderators: George Crisci &amp; Mike Franczak</i> ) |
| 5:00 PM – 7:15 PM  | <b>Networking Reception</b>                                                                                                                                                                                       |

Friday, September 24, 2021

|                     |                                                                                                                                                                                                                                                                                         |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7:00 AM – 7:55 AM   | <b>Symposium Check-In/Continental Breakfast</b>                                                                                                                                                                                                                                         |
| 7:55 AM – 8:00 AM   | <b>Welcome - Stephen Lazarus</b>                                                                                                                                                                                                                                                        |
| 8:00 AM – 9:15 AM   | <b>How Arbitrators Rule on Contract Interpretation Issues</b><br>Panelists: Earlene Baggett-Hayes, Sarah Rudolph Cole, & Andreeé McKissick<br>( <i>Moderators: Tobie Braverman &amp; Stephen Lazarus</i> )                                                                              |
| 9:15 AM – 9:30 AM   | <b>Break</b>                                                                                                                                                                                                                                                                            |
| 9:30 AM – 10:30 AM  | <b>Police Excessive Force Arbitration Cases</b><br>Panelists: Jon Dileno, Elaine Silviera, & Gregory Szuter<br>( <i>Moderators: Stephen Lazarus &amp; Dan Zeiser</i> )                                                                                                                  |
| 10:30 AM – 11:30 AM | <b>Procedural Issues in Arbitration Including Rights of Union Representatives</b><br>Chris Mabe, Richard Millisor, & Kathryn VanDagens<br>( <i>Moderators: George Crisci &amp; Chip Kohler</i> )                                                                                        |
| 11:30 AM – 12:30 PM | <b>Lunch</b>                                                                                                                                                                                                                                                                            |
| 12:30 PM – 2:00 PM  | <b>How Arbitrators Rule on Just-Cause Issues</b><br>Donald Collins, Martin Fitts, & Mitchell Goldberg<br>( <i>Moderators: Dennis Minni &amp; David Stanton</i> )                                                                                                                        |
| 2:00 PM – 3:15 PM   | <b>External Forces and Their Impact on Arbitration (Includes Licensing Boards, Media, Prosecutors, Civilian Review Board, Civil Lawsuits, and Bar Associations)</b><br>Jonathan Downes, Sandra Mendel Furman, & Josh Norris<br>( <i>Moderators: Bobby Johnson &amp; Chris Lambert</i> ) |
| 3:15 PM – 3:30 PM   | <b>Summary</b><br>( <i>George Crisci</i> )                                                                                                                                                                                                                                              |

# Presenters

## **Rick Bales**

NAA Arbitrator & Professor, College of Law, Ohio Northern University

## **Earlene Baggett-Hayes, Esq.**

Arbitrator/Mediator

## **Sarah Rudolph Cole, Esq.**

Michael E. Moritz Chair in Alternative Dispute Resolution, Moritz College of Law, The Ohio State University

## **Donald Collins, Esq., MPA**

Arbitrator/Mediator

## **Jon Dileno, Esq.**

Zashin & Rich

## **Jonathan Downes, Esq.**

Zashin & Rich

## **Martin Fitts, MPA**

NAA Arbitrator

## **Sandra Mendel Furman, Esq.**

NAA Arbitrator

## **Mitchell Goldberg, Esq.**

NAA Arbitrator/Mediator

## **William Heekin, Esq.**

NAA Arbitrator

## **Brittney Howard, Esq.**

Commissioner, Federal Mediation and Conciliation Service

## **Christopher Mabe**

Corrections Sergeant, Lorain Correctional Institution/President, OCSEA Local 11, AFSCME, AFL-CIO

## **Andréé McKissick, SJD**

NAA Arbitrator/Mediator

## **Beverly Meyer, Esq.**

Bricker & Eckler, LLP

## **Richard Millisor, Esq.**

Fisher & Phillips LLP

## **Jessica Monroe, Esq.**

Fusco Gallagher & Monroe LLP

## **Josh Norris**

Executive Vice-President, SEIU District 1199 WV/KY/OH

## **Arthur Pearlstein, Esq.**

Director of Arbitration, FMCS

## **Elaine Silviera, Esq.**

Executive Director/General Counsel, Ohio State Troopers Association, Inc.

## **Susan Stewart, LLB**

President, National Academy of Arbitrators

## **Gregory Szuter, Esq.**

NAA Arbitrator/Mediator

## **Kathryn VanDagens, Esq.**

NAA Arbitrator/Neutral

# Symposium Planning Committee

Stephen Lazarus, Esq. – Co-Chairperson/Lazarus and Lewis, LLC

George Crisci, Esq. – Co-Chairperson/OSBA Certified Specialist in Labor & Employment Law, Zashin & Rich

Tobie Braverman, Esq. – Arbitrator/Mediator/Fact-Finder

Michael Duco, Esq. – AGC & Field Service Director, Ohio Civil Service Employees Association Local 11, AFSCME, AFL-CIO

Michael Franczak, Executive Manager – Great Lakes Region, FMCS

Eleanor Garrison, MA, CMP – Meeting Manager, Garrison & Associates

Bobby Johnson – Labor Relations Administrator, Ohio Department of Transportation

Charles (Chip) Kohler, Esq. – NAA Arbitrator/Mediator/Fact-Finder

Chris Lambert, SPHR, SHRM-SCP – Deputy Director, Ohio Department of Rehabilitation and Correction

Dennis Minni, Esq. – NAA Arbitrator/Mediator/Fact-Finder

David Stanton, Esq. – NAA Arbitrator/Mediator/Fact-Finder

Thomas Worley – Former Administrator, Bureau of Mediation, SERB

Daniel Zeiser – NAA Arbitrator/Mediator/Fact-Finder

# Map

## From the North

From I 71 use exit 117 for Dublin Granville Rd, Route 161. Turn right onto Dublin Granville Rd. Turn right onto Busch Blvd. Turn right onto Kingsmill Parkway and continue until it dead ends into the hotel parking lot.

## From the South

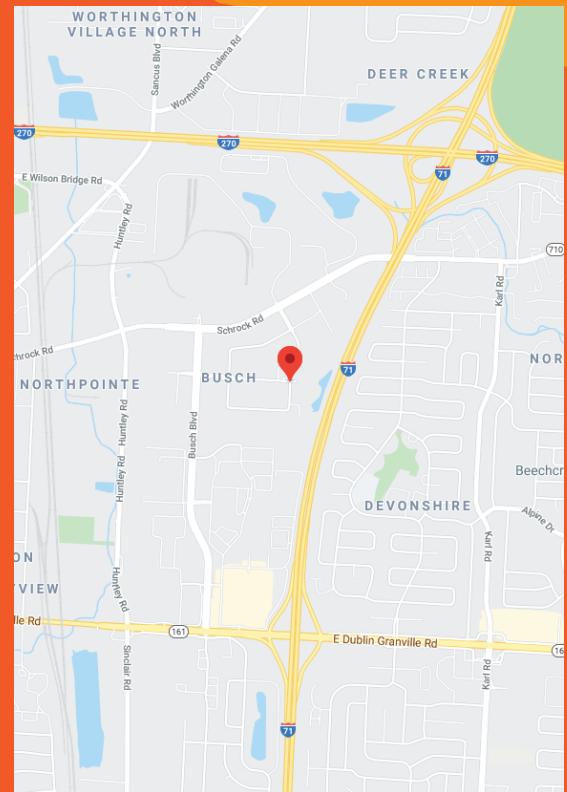
From I 71 use exit 117 for Dublin Granville Rd, Route 161. Turn left onto Dublin Granville Rd. Turn right onto Busch Blvd. Turn right onto Kingsmill Parkway and continue until it dead ends into the hotel parking lot.

## From the East

From I 270 North to exit 27, Cleveland Ave. Turn right and immediately get into left lanes. Turn left onto Schrock Rd. Go 2.5 miles and turn left on Doubletree Ave and the hotel will be visible on the left.

## From the West

From I 70 East to I 270 North to I 71 South. Use exit 116 for Dublin Granville Rd, SR 161. Turn right onto Dublin Granville Rd. Turn right onto Busch Blvd. Turn right onto Kingsmill Parkway and continue until it dead ends into the hotel parking lot.



# Information

## Conference Location

Crowne Plaza Columbus North  
6500 Doubletree Ave.  
Columbus, OH 43229  
614.885.1885

## Continuing Education Credit

Application has been made with the Supreme Court of Ohio Commission of Continuing Legal Education for 9.50 total CLE hours, with .50 attorney professional conduct instruction.

## Hotel Reservations

A designated room block has been reserved for \$115.00 per room per night plus applicable taxes for those making reservations by **September 8, 2021** or until the room block is filled. Reservations can be made by calling the hotel at: (614) 885-1885 and refer to the Arbitrator and Advocate Symposium room block.

## Parking

Complimentary on-site parking is available in the hotel lot.

## Registration Fee

\$198.00 per person or a \$100.00 student rate with ID showing current enrollment. Registration fee covers admission to all educational sessions, continuing education credit if applicable, and food functions.

## Registration Methods

You can register electronically if using a credit card for payment by going to <http://tinyurl.com/2021arbconference> or by using the manual form if paying by check or purchase order.

**Checks should be made payable to:**  
*Garrison and Associates, Inc.*

and mailed to:

Arbitrator & Advocate Symposium  
c/o Garrison and Associates, Inc.  
4920 Reed Road, Suite B  
Columbus, OH 43220

**Deadline for registrations is 9/9/2021**

## Cancellation Policy

No refunds offered, however, you may substitute. For substitutions, call/email Eleanor Garrison at 614.273.1400 or [eg@garrisonevents.com](mailto:eg@garrisonevents.com)

Registered participants that are no-shows to the symposium will be billed in full.

## Questions? Contact

Garrison and Associates, Inc. (Meeting Planner)  
4920 Reed Road/Suite B  
Columbus, OH 43220  
Phone: 614.273.1400  
Email: [eg@garrisonevents.com](mailto:eg@garrisonevents.com)

# Arbitrator & Advocate Symposium

September 23-24, 2021

Registration Deadline: September 9, 2021

## **REGISTRATION FORM FOR NON-CREDIT CARD REGISTRATIONS**

*Please print all information*

First Name: \_\_\_\_\_

Last Name: \_\_\_\_\_

First name as you would like it to appear on nametag: \_\_\_\_\_

Agency/Organization Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Daytime Phone: \_\_\_\_\_

Email: \_\_\_\_\_

I am an  Arbitrator/Neutral  Advocate  Other \_\_\_\_\_

**Registration fee is \$198.00 per person or student rate of \$100.00 per person**

*Note: Students are required to submit a copy of their college ID showing current enrollment.*

**Method of Payment:**

Purchase Order # \_\_\_\_\_ (Copy of PO is required when submitting registration form. Registrations received without a formal PO will not be processed)  
 Check made payable to Garrison and Associates, Inc.

If wishing to pay by credit card you may register securely online by going to: <http://tinyurl.com/2021arbconference>

**Total Submitted:** \_\_\_\_\_

**I plan to participate in the following Symposium functions:**

Thursday Networking Reception  
 Friday Continental Breakfast  
 Friday Lunch

**Special Meal Requests:**

None Required  Low Carb  
 Gluten Free  Vegetarian

**ADA Special Services Required:**

Submit requests in writing by 9/9/2021

**Continuing Education Credit:**

CLE (Continuing Legal Education)  
 Certificate of Attendance  
 None Requested

The Arbitrator & Advocate Symposium, in order to *go green*, prefers to correspond via email. Mark this box if you elect to ***opt out*** of receiving electronic notices.

The Arbitrator & Advocate Symposium may provide a list of participant names and contact information to attendees. Mark this box to ***opt out*** of having your name and contact information included.

I would like the following topics addressed during the Symposium

\_\_\_\_\_

**Questions? Contact:**

Eleanor Garrison, Garrison & Associates, Inc.,  
4920 Reed Road, Suite B, Columbus, OH 43220  
Phone: (614) 273-1400  
Email: [eg@garrisonevents.com](mailto:eg@garrisonevents.com)

**Please make checks payable to: Garrison and Associates, Inc. and mail with registration form to: Arbitrator & Advocate Symposium, c/o Garrison and Associates, Inc., 4920 Reed Road, Suite B, Columbus, OH 43220 or fax registration form with purchase order to (614) 273-1401.**