

**30th Annual
Tennessee Labor-Management
Summer Conference**



***TLMF – 30 Years of Inspiring
Teamwork and Building Success***

August 14-16, 2017

**Sheraton Music City Hotel
Nashville, Tennessee**

Monday, August 14, 2017

7:30 a.m. to 4:00 p.m.	<p>Registration (Plantation Lobby – Convention Registration Desk) (Name Badges should be worn at all events.)</p>
8:30 a.m. to 9:30 a.m.	<p>Breakfast Buffet (Hermitage ABC)</p>
9:30 a.m. to 10:15 a.m.	<p>Welcoming Remarks (Hermitage ABC)</p> <p>Luther Bennet, President Tennessee Labor-Management Foundation</p> <p>Rep. Darren Jernigan TN State Representative District 60</p> <p>Key Note Address Mayor Megan Berry Nashville, TN</p>
10:15 a.m. to 10:30 a.m.	<p>Break / Networking (Plantation Lobby)</p>
10:30 a.m. to 11:45 a.m.	<p>Trends in Collective Bargaining (Hermitage ABC)</p> <p>Moderator – Peter Cheng, Regional Director Federal Mediation and Conciliation Service</p> <p>Labor Rick Slayton – UFCW 1529 Daniel Flippo – Director Dist. 9 USW</p> <p>Management Chandell Carr – City of Memphis Bill Robbins – UT-Battelle / ORNL Chad Mee – CNS Y-12</p>
11:45 a.m. to 1:00 p.m.	<p>Lunch on your own</p>
1:00 p.m. to 1:45 p.m.	<p>Automation for All (Hermitage ABC)</p> <p>Terri Bryson, Vice-President Motlow State Community College</p>

Monday, August 14, 2017 cont.

1:45 p.m. to 2:30 p.m.	<p>Building a Coalition (Hermitage ABC)</p> <p>Rhonnie Brewer, Executive Director Copper Coalition</p>
2:30 p.m. to 2:45 p.m.	<p>Break / Networking (Plantation Lobby)</p>
2:45 p.m. to 3:30 p.m.	<p>TLMF Workshops</p> <p>A) Costing the Contract (Hermitage A) B) Apprenticeship to Foreman (developing leadership) (Hermitage B) C) Grievance Handling (Hermitage C) D) Update of Workers Comp (Kingsley)</p>
3:30 p.m. to 3:45 p.m.	<p>Break / Networking (Plantation Lobby)</p>
3:45 p.m. to 4:30 p.m.	<p>TLMF Workshops</p> <p>A) Costing the Contract (Hermitage A) B) Apprenticeship to Foreman (developing leadership) (Hermitage B) C) Grievance Handling (Hermitage C) D) Update of Workers Comp (Kingsley)</p>
4:00 p.m. to 5:30 p.m.	<p>Networking / Hospitality (Two Rivers)</p>
6:00 p.m. to 8:15 p.m.	<p>Tennessee Labor-Management Conference Welcome Banquet (Hermitage ABC)</p> <p>Welcoming Remarks Burns Phillips Tennessee Commissioner of Labor</p> <p>2017 Senior Sponsorship / Participant Recognition Chad Mee / Billy Dycus</p> <p>Scholarship Award Scholarship Committee</p>

Tuesday, August 15, 2017

8:00 a.m. to 9:00 a.m.	Breakfast Buffet (Hermitage ABC)
9:00 a.m. to 9:45 a.m.	Diversity and Inclusion What Labor and Management Can Do!! (Hermitage ABC) Denise McKinney, Director of EEO Federal Mediation and Conciliation Service
9:45 a.m. to 10:00 a.m.	Break / Networking (Plantation Lobby)
10:00 am to 11:00 a.m.	Trends in Arbitration (Hermitage ABC) Tommy Kessinger Aaron Kravel Samuel Morris Mark Travis
11:00 a.m. to 12:00 p.m.	The Mechanics of Collective Bargaining (Hermitage ABC) Antonio Adams, Director of General Services City of Memphis
12:00 p.m. to 1:15 p.m.	Lunch on your own
1:15 p.m. to 2:00 p.m.	TLMF Workshops A) Costing the Contract (Hermitage A) B) Apprenticeship to Foreman (developing leadership) (Hermitage B) C) Grievance Handling (Hermitage C) D) Update of Workers Comp (Kingsley)
2:00 p.m. to 6:00 p.m.	Golf / Break / Networking (Plantation Lobby & Two Rivers)
Dinner on your own, enjoy Nashville!	

Wednesday, August 16, 2017

<p>8:00 a.m. to 11:00 a.m.</p>	<p>Annual Tennessee Labor-Management Prayer Breakfast (Hermitage ABC)</p> <p>Perseverance Troy Tomlinson, President & CEO Sony / ATV Music Publishing – Nashville</p> <p>Passing on the Gavel Luther Bennet</p> <p>Horizon Award Presentation William Jones & Chad Mee</p> <p>Best Practices in Training and Recruiting Employees John Pinto, Acting Director Federal Mediation and Conciliation Service</p> <p>Conference Wrap-up William Jones, President Tennessee Labor Management Foundation</p>
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2017 Speaker Bios

Mayor Megan Barry

Nashville, TN



Mayor Megan Barry is serving her first term as the seventh mayor of Metropolitan Nashville and Davidson County following a historic election in which she became the first woman and first member of the Metro Council to be elected as Mayor.

Barry's focus as mayor is on improving the educational outcomes at our public schools, engaging regional and state partners to develop a unified vision and plan for transportation, creating more affordable housing options for residents of all backgrounds, and continuing to grow our economy while ensuring all parts of Davidson County share in the prosperity.

Barry has put an emphasis on building upon Nashville's economic growth with a renewed focus on supporting the music industry and the city's creative and entrepreneurial sectors – while also addressing the challenges that come with growth by creating the first ever transportation and infrastructure department within the Mayor's Office, and creating the Office of Economic Opportunity and Empowerment focused on helping the most vulnerable Nashvillians to gain access to jobs, affordable housing, and financial empowerment services.

In building her administration, Barry has put a sharp focus on ensuring that the Mayor's Office is reflective of the city it serves. To that end, Barry has put together the most diverse team in the history of Metro Nashville and has been committed to diversifying Metro Boards and Commissions.

Megan Barry is married to Bruce Barry, a professor of organization studies at Vanderbilt. Their son, Max, is a junior in college, and they share their home with two rescue dogs, Hank and Boris.

Jeff Francis

Assistant Administrator, Bureau of Workers' Compensation Tennessee Department of Labor and Workforce Development



A native of middle Tennessee, Jeff received his B.B.A. degree in Marketing from Austin Peay State University in 1983, and his Master's degree in Labor Studies from the University of Massachusetts in 2000. He is a member of the 2008 graduating class of the Tennessee Government Executive Institute and is a member of the 2017 Class of LeadTN.

As a Program Coordinator for the Tennessee Department of Labor and Workforce Development from 2004 until April 2008, he developed and managed the Medical Impairment Rating Registry.

Now the Assistant Administrator of the Tennessee Bureau of Workers' Compensation, his responsibilities include the budgeting, Human Resources, Information Systems, and Claims and Coverage aspects for the Bureau. He has been married to his college sweetheart for over 30 years, and they have a son and daughter. Jeff enjoys volunteering and serves as a Mentor for the Tennessee Promise Educational Scholarship Program.

He is a frequent speaker on workers' compensation issues.

Rep. Darren Jernigan
State Representative District 60



Darren Jernigan was born on Keesler Air Force base in Biloxi, Mississippi in 1969 and moved to Tennessee six months later. He moved into the Hermitage/Old Hickory area with his family in 1979. He comes from a family rich in military history. His great grandfather sent five sons to serve in WWII, his father in Vietnam, and his brother serving in Bosnia Herzegovina.

Darren grew up all over District 60 and has been a resident over 37 years. He attended Dodson Elementary in Hermitage before transferring to DuPont Elementary in Old Hickory in 1981. Darren continued through the public school system at DuPont Hadley, DuPont High School, and graduating the 2nd class from Hunters Lane High School in 1988, shortly after DuPont High School closed. Darren's

higher education continued at Austin Peay State University in Clarksville, TN where he received degrees in Political Science and Public Relations.

During his sophomore year at Austin Peay, Darren was injured in an automobile accident while riding in the backseat leaving him paralyzed from the chest down. He fought through his rehabilitation for two years before returning back to school. Overcoming challenges has become a way of life for Darren.

Upon graduation, Darren moved to Washington D.C. to learn the mechanics of government working at the U.S. Department of State and Congress. In 1997, Darren returned home to begin work on his Masters degree in Criminal Justice at Middle Tennessee State University. While attending school he worked at the Veterans Administration in the Division of Public Relations. Darren received his Masters Degree in Criminal Justice in May of 2000.

In 2001, Darren was appointed Commissioner of the Old Hickory Utility District where he served for six years. In 2002, Darren was elected as the Democratic Committeeman for District 11. In 2007, he was elected to the Metro Nashville City Council representing the Hermitage and Old Hickory area in District 11. After being elected to the Tennessee State House of Representatives in 2012.

Darren is married to Michelle Morse Jernigan with four lovely children; Harris, Elise, Amanda and Claire. Two of their children graduated McGavock High School, one attending UT Knoxville and starting UT Chattanooga this fall. They also have one daughter at McGavock High School and one daughter at DuPont Hadley Middle Prep. All four children either graduated or are proud students within the Nashville public school system. The family attends Hermitage Church of the Nazarene.

Commissioner Denise Patterson McKenney
Federal Mediation and Conciliation Service
Director of the Office of Equal Employment Opportunity



Denise Patterson McKenney serves as a Commissioner with the Federal Mediation and Conciliation Service (FMCS) in the Office of ADR and International Dispute Resolution. As a collateral duty, she also serves as the Agency's Director of Equal Employment Opportunity. Her areas of expertise include mediation of collective bargaining agreements between unions and management, workplace employment disputes; training design/delivery, conflict coaching and systems design. Ms. McKenney has also served as an experienced facilitator for area labor-management committees. Her international experience includes travelling to Germany and Japan to train chaplains of the United States Air Force. She has trained labor attaches in Panama and Hungary. Ms. McKenney has also served as an instructor in Thailand for the Rotary Peace Center at Chulalongkorn University and has provided training and consultative services to labor-management dispute practitioners in Haiti.

Ms. McKenney has 30 years of government service to her credit, and is actively involved in educational and training organizations such as the American Society for Training and Development (ASTD), the Training Officers Conference (TOC), the American Society for Curriculum Development (ASCD), and the Howard University Chapter of Phi Delta Kappa. Her community involvement includes serving on the Workforce Development Committee for the Potomac Job Corps Center in Washington, D.C., the BRAVA Board for the performing arts in Bowie, MD and serving as a facilitator of race relations for Prince George's County, MD. Her publications include "Labor-Management Partnership: A 12 Step Program for Change" published in the American Bar Association's Deskbook for ADR Practitioners.

Ms. McKenney is a graduate of the University of Maryland, College Park with a Bachelor of Science in Speech Communication. She holds a Master of Science in Instructional Systems Technology and is a graduate of the Training and Development Program at Georgetown University. She also serves as a mediator for the D.C. Superior Court's Multi-Door Mediation Program. A former college instructor, Ms. McKenney brings an interactive approach to training and believes that learning can be fun; and that learning is a life-long activity.

Commissioner Burns Phillips

Tennessee Department of Labor and Workforce Development



Governor Bill Haslam appointed Burns Phillips commissioner for the Tennessee Department of Labor and Workforce Development in June 2013. Phillips had been named acting commissioner in March 2013.

Previously, Phillips had worked in state government in the Budget Office of the Department of Finance and Administration for seven years before entering the private sector in 1981, where he engaged in the sale and marketing of surgical and general medical products. In 1991, he founded a surgical instrument company that conducted business in the United States, Canada, Mexico and 28 countries throughout Europe, South America and the Pacific Rim.

Prior to coming to Labor and Workforce Development, he had returned to state government in 2009, to serve as the administrative director of the Tennessee Department of Transportation's Central Services Division, and in 2012, served as managing director in the Department of Finance and Administration (F&A), overseeing customer-focused government initiatives administration-wide.

Phillips has both a bachelor's and a master's degree from Middle Tennessee State University. He also earned a law degree from the Nashville School of Law.

Acting Director John W. Pinto
Field Operations
Federal Mediation and Conciliation Service



Acting Director John Pinto oversees all aspects of the administration of FMCS operations and the Washington headquarters, including formulating consistent policies and procedures across regions, implementing the Agency's goals and priorities, reviewing and revising, as necessary, the field office structure, and ensuring maximum support to all field staff, including administrative assistants, mediators, and managers. The Acting Director also oversees the work of the Arbitration and Notice Processing Unit to ensure that notices of contract expiration are promptly and efficiently communicated to the Regional Directors for assignment and that knowledge and use of FMCS arbitration are appropriately incorporated into field outreach services.

Mr. Pinto formerly served as the FMCS Deputy Director, Field Operations. Mr. Pinto began his career as a field mediator with FMCS in 1988 and worked in the Pittsburgh, PA regional office from 1989. In 1999, Mr. Pinto became a Director of Mediation Services (currently Regional Director) for FMCS Region 3, based in Pittsburgh. In March 2015 he was appointed Manager of Field Operations, and assumed the duties of Deputy Director, Field Operations in 2016.

Over the course of his career with FMCS, Mr. Pinto has served as the lead mediator in over 700 collective bargaining mediation meetings across a variety of industries including manufacturing, service, freight, oil and chemical, steel, healthcare, utilities, law enforcement, and education. Mr. Pinto has also worked on numerous training efforts in the area of collaborative labor/management processes in the federal, public, and private sectors.

Prior to his appointment as Commissioner, Mr. Pinto was employed as a Business Representative for the International Union of Operating Engineers, Local 66, Pittsburgh, PA, where he served as contract administrator and chief negotiator on numerous labor agreements with various construction firms, equipment dealerships, and aggregate producers. In addition, Mr. Pinto held several elected positions within his union.

Mr. Pinto earned his Masters Degree in Personnel Administration and Industrial Relations from St. Francis College in 1992. He received his Bachelor of Arts Degree from Antioch College in 1986.

Troy Tomlinson
President and CEO
Sony/ATV Music Publishing Nashville



Troy Tomlinson is President and CEO of Sony/ATV Music Publishing Nashville.

He is an industry rock, and under his leadership – Sony Music Publishing Nashville has been named Broadcast Music International’s Publisher of the Year for an unprecedented 12 consecutive years, as well as Billboard’s Country Publisher of the Year for the same time period.

In 2007, alone, Sony/ATV Music Publishing Nashville became the only country music publishing company in history to win the American Society of Composers, Authors and Composers’ Country Publisher of the Year, and Billboard’s Publisher and Publishing Corporation of the Year. All in one year.

Tomlinson has overseen the songwriting careers of an amazing amount of artists, such as Taylor Swift, Kenny Chesney, Miranda Lambert, Gary Levox (Rascal Flatts), and The Band Perry, to name a few.