

**32ND Annual
Tennessee Labor Management
Conference Murfreesboro, TN**



***Unleashing the Power of
Working Together***

September 18-20, 2019

Embassy Suites

Murfreesboro, Tennessee

Wednesday, September 18, 2019

7:30 a.m. to 4:00 p.m.	Registration (Name Badges should be worn at all events.)
8:30 a.m. to 9:15 a.m.	Breakfast Buffet
9:15 a.m. to 9:45 a.m.	Welcoming Remarks Keith McCoy, President Tennessee Labor-Management Foundation Posting of the Colors Murfreesboro Fire & Rescue National Anthem Vickie Horne, Athens State Graduate Dr. Jeff McCord, Commissioner Labor and Workforce Development
9:45 a.m. to 11:00 a.m.	Keynote Address Bob McCall, "Awaken the Leader in You"
11:00 a.m. to 11:15 a.m.	BREAK
11:15 a.m. to 12:00 p.m.	Jimmy Hart, President -AFL-CIO Metal Trades Department
12:00 p.m. to 1:30 p.m.	Lunch at Embassy Suites with luncheon speaker Beverly Watts, TN Human Rights Commission
1:30 p.m. to 2:15 p.m.	National Labor Relations Board Jill C. Adkins, labor law review, latest trends
2:15 p.m. to 3:30 p.m.	Active Shooter Presentation Joseph Edwards, Tennessee Fire and Codes Academy
3:30 p.m. to 3:45 p.m.	BREAK

Wednesday, September 18, 2019 CONT

3:45 p.m. to 4:30p.m.	Proper Discipline and Termination Procedure Matt Cockroft, FMCS
4:30 p.m. to 5:30 p.m.	Networking / Hospitality
6:00 p.m. to 8:00 p.m.	TLMF Scholarship Banquet
	Welcoming Remarks Keith McCoy 2019 Senior Sponsorship / Participant Recognition: Wayne Bolinger / Billy Dycus TLMF Scholarship Banquet Scholarship Award James Payne Awards Presentation Jeff Francis/ Bill Robbins Guest Speaker Phillip Fulmer, Athletic Director University of Tennessee “Unleashing the Power of Working Together”

Thursday, September 19, 2019

8:30 a.m. to 12:30 a.m.	Golf Smyrna Golf Course
9:00 a.m. to 11:00 a.m.	Bingo
11:00 a.m. to 2:00 p.m.	Lunch on your own
2:00 p.m. to 2:30p.m.	Door Prizes must be present to win
2:30 p.m. to 3:30 p.m.	Workers Compensation Update Larry Scroggs, TN Dept. of Treasury
3:30 p.m. to 4:30 p.m.	Ken Rueter, President UCOR
4:30 p.m. to 5:30p.m.	Networking / Hospitality

Dinner on your own, enjoy Murfreesboro!

Friday, September 20, 2019

8:00 a.m. to 11:00 a.m.

Prayer Breakfast

Greg McCoy, President
Tennessee Baptist Children's Home

Best Practice

Peter Cheng , FMCS Regional Director

Golf and Door Prizes

Passing of the Gavel & Conference Wrap-up **Keith McCoy/Jeff Francis** Tennessee Labor Management Foundation

HAVE A SAFE TRIP HOME!!

Tennessee Labor Management Foundation



Tennessee Labor-Management Foundation

2019 Summer Conference Speaker Bios



Jeff McCord

Commissioner, Labor and Workforce Development

Governor Bill Lee appointed Jeff McCord Commissioner for the Tennessee Department of Labor and Workforce Development in January 2019.

Before joining the Department, Commissioner McCord spent seven years at Northeast State Community College in Kingsport where he was Vice President of Economic and Workforce Development.

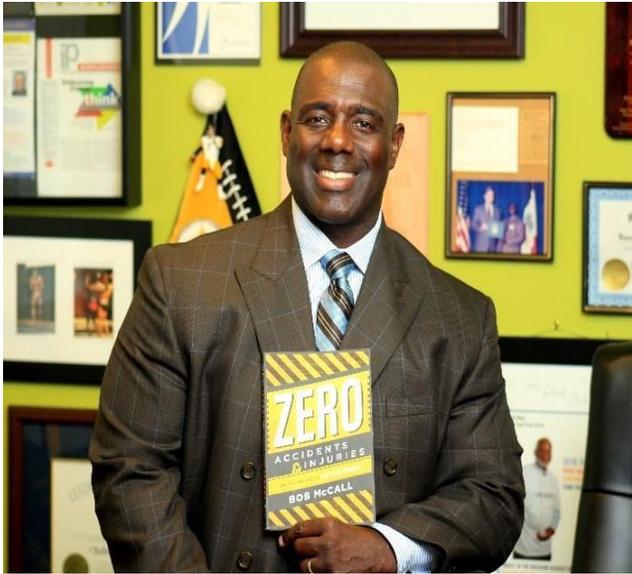
At Northeast State, McCord led Workforce Solutions, the state's workforce development partner for that area. The organization is responsible for developing registered apprenticeship programs in Northeast Tennessee and it operates the Regional Center for Advanced Manufacturing, a technical training facility. McCord also provided the organization leadership team for adult education programming in the First Development District and served as the lead administrator for the nationally recognized Kingsport Academic Village.

Prior to Northeast State, McCord spent over twenty years in business and industry holding a variety of leadership positions with specific experience related to corporate learning and development, organization effectiveness, process improvement, and information technology.

At Eastman Chemical, McCord was responsible for the worldwide management of business and leadership development, curriculum design, organization effectiveness, performance management, learning management, succession planning, leadership coaching, online health, environmental and safety training, as well as facilities management.

Commissioner McCord is an author and Twilight Times Books published his debut novel *Awkward Grace* in 2008. He has also written more than 500 columns for two Tennessee newspapers.

McCord received his Bachelor of Science degree from Georgia Tech. He went on to earn a Master of Business Administration from Kennesaw State University in Georgia and his Doctorate of Education from the University of Tennessee at Chattanooga.



Bob McCall

President, Inspire High Performance, LLC

From Pittsburgh, Pa, (Go Steelers!) Bob attended Tuskegee University and majored in Building Construction Technology.

Worked ten years with Bechtel Power Corporations in construction, maintenance, and operations of nuclear power plants, eight years for Alliant Entergy in Iowa at the Duane Arnold Energy Center. Bob became the first African American Plant Manager when he was hired by Progress Energy to serve the Lee Plant in Goldsboro NC, one year later he was promoted to General Manager for the Eastern Region Fossil

Generation Department. In that role he was responsible for five plants, traveling maintenance, engineering and project management. Bob had the opportunity to leave generation and support the Transmission department as General Manager of Asset Management and in Distribution as the General Manager of the Southern Region as well as the Vice President of the Eastern Region in Energy Delivery for Progress Energy where he was responsible for 13 operation centers, serving 350,000 customers. After 33 years in the industry Bob retired from Duke Energy from the position of General Manager of Fleet Services where he was responsible for managing over 13,000 vehicles and mobile equipment value over \$600 million dollars, operating in six states with 58 locations.

Currently, Bob is author of the projected best seller book “Zero Accidents and Injuries, are you willing to pay the price” and President of “Inspire High Performance”, LLC where he gets to follow his true passion of helping companies and organizations build a culture of High Performance where all can work at their top potential every day, thus preventing injuries, saving lives, recognizing errors, and improving processes.

Bob’s outside activities include: Public speaking to youth and men’s groups, volunteering with many charities and civic groups.

Bob’s motto is to, “Make a difference everywhere you go.”



James V. Hart

President, Metal Trades Department

James (Jimmy) V. Hart was elected President of the Metal Trades Department (MTD), AFL-CIO, by the MTD Executive Council to fill the unexpired term of the retiring President effective July 1, 2016.

Throughout brother Hart's career as a trade unionist, he has served in a number of leadership positions at the local, state and national levels.

Hart began his career in New York City as a member of Plumbers Local Union #1, UA. He was initiated into the union on March 1, 1976, where he rose through the ranks of membership as an apprentice, journeyman, instructor, foreman and local union officer. During his tenure in New York City, Brother Hart represented civil service employees and led government employee collective bargaining negotiations that yielded or protected some of America's

highest wages and most progressive workplace conditions enjoyed by municipal government employees.

In 1999, Brother Hart was appointed as a Special Representative and assigned to the state of New York and later Florida where he was in the forefront of building teams that were responsible for rebuilding and restoring the union's pipe trades and state associations and councils to organizing and political prominence. He was subsequently elected international representative and served as director of the Metal Trades Maritime and Government Employees Department.

Hart served as UA key representative to the Metal Trades Department and as a Council trustee. During that time, Brother Hart worked with the Councils that comprise the Department in both an administrative capacity and as a liaison between the UA and the Department. This dual role allowed him to work with local unions and various MTD Councils to address financial, membership, record keeping and organizing practices, while instituting changes to help improve council management. His efforts improved branding, communication, political and membership outreach methods and ultimately provided new perspectives towards what works when building consensus among affiliated International and National Unions, the Department and its Councils.

Jimmy Hart was born and raised in Brooklyn, is a family man who loves the New York Mets and Jets and like all good Union Plumbers from Brooklyn hopes to pass on to his final reward while residing in Florida (God Willing). #JustSayn



Beverly L. Watts

Executive Director, Tennessee Human Rights Commission

Nashville native Beverly L. Watts was appointed the Executive Director of the Tennessee Human Rights Commission in July 2007.

Prior to her current appointment she served as Special Advisor to the Chair at the U S Equal Employment Opportunity Commission responsible for state and local relations. She has more than 30 years of experience in civil rights enforcement and education in the public and private sector. From October, 2004 to October 2006 she served as the first Executive Director of the National Fair Housing Training Academy. Beverly served for more than 12 years as the Executive

Director of the Kentucky Commission on Human Rights and served in numerous other leadership positions in Illinois, and Kentucky. She was one of the first Title IX Coordinators in the US at the Office for Civil Rights and has served as adjunct faculty in Sociology at Spalding University. She was Senior Consultant for RGMA in Chicago assisting clients in developing strategic initiatives in operations, diversity and supplier diversity programs. She has presented to numerous organizations on leadership, civil rights, diversity, and motivation at the local, national and international level. Beverly Watts is a Past President of the International Association of Official Human Rights Agencies (IAOHRA) where she currently serves as the First Vice President. She currently serves on the Equal Educational Opportunities Group (EEOG) and the National Community Reinvestment Boards. She is a member of the TN Access to Justice Commission. She is a past Chair of Women Executives in State Government, has served on the CABLE Nashville and the YWCA of Middle Tennessee boards. Beverly is the recipient of numerous awards and honors including the being a 2018 CABLE Spirit of Leadership Award, 2018 YWCA Academy of Women, 2016 YWCA Nashville Athena Nominee, the ECHO 2014 Dreamers Award, the 2014 Frances Dancy Hooks Award, the YWCA 2014 Carrie Hull Award, the City of Louisville Martin Luther King award and the 2005 induction into the KY Civil Rights Hall of Fame. She is a graduate of Tennessee State University, Southern Illinois University, and has completed the Duke University Leadership Program for State Executives and the Harvard University John F. Kennedy School of Government Executive Leadership Program.



Jill Adkins-Simmons

NLRB Region 10

Jill Adkins-Simmons has worked for the National Labor Relations Board since 2000. She is the Senior Field Examiner at the Nashville, Tennessee office located at 810 Broadway, Ste. 302 Nashville, TN 37203. She can also be reached at 629-800-6272 (work), 615-736-7761 (fax) or jill.adkins@nlrb.gov.

Ms. Adkins-Simmons investigates charges filed against Employers and Union as well as processes representation petitions, holds hearings and conducts elections. She also participates in public speaking Outreach Events providing insight into the Board's processes and procedures and information on how to file charges and petitions with the Board. Ms. Adkins-Simmons holds a Master of

Business Administration from Middle Tennessee State University. She is from Denver, Colorado and is an avid skier. Her mom has been a nurse for almost 60 years. Her father was a teacher and is now retired.



Joseph Edwards

BS, CTO, is the Campus Supervisor of the Tennessee Fire and Codes Academy.

He is in charge of the daily operations of the State of Tennessee's leading fire service training institution. He holds numerous national certifications including Fire Officer IV and is an active member in the EMS field as an AEMT. Mr. Edwards is also credentialed by the Center of Public Safety Excellence as a Chief Training Officer. He brings enthusiasm and determination as a leader in the fire service and drives for a universal training regiment for fire and emergency

responders.



Matthew R. Cockroft

Commissioner, Federal Mediation and Conciliation Service

617 Potomac Place, Suite 405

Smyrna, TN 08830

615-220-2249

724-787-2289 mcockroft@fmcs.gov

Matthew R. Cockroft joined the Federal Mediation and Conciliation Service (FMCS) on August 11, 2008 as a Commissioner in the Cleveland field office and currently services central and east Tennessee out of the Smyrna, Tennessee office. Mr. Cockroft began promoting the art and science of conflict resolution by working throughout the United States on labor-management related assignments in the private, public and federal sectors. He has mediated collective bargaining, employment, and grievance disputes in industries such as healthcare, education, transportation, safety forces and manufacturing.

In further support of the agency's mission, Mr. Cockroft has provided training to the labor management community instructing topics such as mediation, alternative dispute resolution, alternative bargaining models, the art and science of inquiry, conflict resolution and facilitation skills among others.

Internationally, Mr. Cockroft has been a member of two separate teams training parties in mediation, interest based negotiations, effective problem solving skills and communication in Taiwan and Bangladesh.

Mr. Cockroft earned a B.A., from West Virginia University in 2007 and a M.S., in industrial relations in 2008. He recently accepted a voluntary appointment to the West Virginia University MSIR Legacy Council where alumni assist in the growth of the program by coordinating the mentor program, advising on curriculum and mentoring current students among other responsibilities.



Phillip Fulmer

Director of Athletics, University of Tennessee

Phillip Fulmer was born in Winchester, Tennessee, where he attended Franklin County High School. Fulmer excelled on the football field which led him to the opportunity to receive a scholarship from the University of Tennessee, Knoxville. Fulmer enrolled at the University of Tennessee as a student in 1968 and joined the football team as an offensive guard. The Volunteers captured the SEC championship with a 9–2 record in 1969, went 11–1 and won the Sugar Bowl in 1970, and finished as Liberty Bowl champions with a 10–2 record in 1971. Fulmer served as team co-captain during his senior year in 1971.

Coach stayed on as a Graduate Assistant at UT in charge of the freshman team's defense and linebackers. During that time, former Vols All-American player and legendary assistant George Cafego taught Coach Fulmer the values and skills needed to

scout the opposition. It became a key development to Coach Fulmer's future success. He then took those experiences away from his comfort zone and coached five seasons at Wichita State and one season at Vanderbilt before returning to Knoxville for 13 years as a Tennessee Assistant - the last four as Assistant Head Coach and Offensive Coordinator.

Coach Fulmer served as Head Football Coach at Tennessee for 17 years, from 1992-2008. He and his staff built an organization that produced the most successful era in modern Tennessee football history. Coach and his staff were tireless recruiters and mentored some of the top names in college and NFL history. In Coach's last 11 years, he played in the SEC Championship game five times, winning twice. He also led the Vols to one of the greatest moments in school history, the 1998 National Championship in the very first BCS title game.

In his 17 seasons, his record was 152-52 with a 74 percent winning percentage, he had 92 players make an NFL roster, 18 players earned All-American honors and another 68 players were selected All-SEC. Coach Fulmer is also very proud of the family approach he took, guiding his players to off the field successes as well as on the field successes.

Coach Fulmer most recently was inducted into the 2012 National Football Foundation and College Football Hall of Fame. In order to be considered for the Hall of Fame, Coaches must have served at least 10 seasons and 100 games while posting a winning percentage of at least .600, and Coaches under the age of 70 must have been out of coaching for three years. Coach Fulmer is one of the youngest coaches to be inducted into the Hall of Fame which signifies the respect he received from his peers as being selected in to the Hall on the first ballot.

Fulmer served as a special assistant to the athletic director at East Tennessee State University. On June 20, 2017, Fulmer was named as a special advisor to the University of Tennessee president. On December 1, 2017, Fulmer became the Athletic Director at the University of Tennessee.



Larry Scroggs

Senior Counsel, Tennessee Treasury Department

Larry Scroggs is senior counsel, Tennessee Treasury Department, and administrator of the Tennessee Advisory Council on Workers' Compensation. Larry practiced law in Memphis and Shelby County, most recently as a partner at Burch, Porter & Johnson. He was chief counsel and chief administrative officer of the Juvenile Court of Memphis and Shelby County from 2006 to 2016. He served three terms as state representative for Germantown and Collierville and Germantown municipal judge for six years. A graduate of Harding University and the Vanderbilt University School of Law, he was a Navy lieutenant and served in Vietnam with the First Marine Regiment.



Ken Rueter

**President and Chief Executive Officer, ETP Cleanup Project Manager
UCOR**

Education: Bachelor of Science, Chemical Engineering, Cleveland State University

Executive Management Program, Moore School of Business, University of SC

Previous Positions: President and Project Manager, Savannah River Site

Chief Operating Officer, UCOR, Oak Ridge, Tennessee

Chief Operating Officer, Washington River Protection Solutions, Hanford Site
Director, Project Integration, Washington River Protection Solutions, Hanford Site

Ken Rueter is UCOR's President and Cleanup Project Manager for the East Tennessee Technology Park (ETTP). As President of UCOR, Ken has guided and motivated a professional management team and hundreds of skilled workers as they successfully undertake the largest environmental cleanup in the Department of Energy's history.

During almost three decades of industry experience, Ken has led all aspects of site cleanup and remediation, radioactive waste treatment and project integration, including construction, risk management as well as cost and schedule development. Previously, Ken served as President of Savannah River Remediation LLC and as Project Manager for the Savannah River Liquid Waste Project.

Earlier in his career, Ken served as Chief Operating Officer for the Hanford Tank Operations Contract in Washington State and as Director of Project Integration for Washington River Protection Solutions at DOE's Hanford site.

Ken is most proud of building investment-worthy enterprises that deliver more value to the customer for every dollar spent. That philosophy is paying off as DOE has exercised the option period of UCOR's Oak Ridge contract, opening the door for even more work through 2020.

In Oak Ridge, Ken is an active community leader, representing UCOR as a member of local organizations that promote economic development, entrepreneurship, health and wellness, outdoor recreational opportunities, and civic pride. These groups include the East Tennessee Economic Council, the Energy, Technology and Environmental Business Association and the Tennessee Valley Corridor. Under Ken's oversight, UCOR, its employees and subcontractors also donate more than \$100,000 to area United Way organizations each year.

He is a member of the Board of Directors of East Tennessee Children's Hospital and also serves on the Board of Directors of the Center for Construction Research and Training. He was the 2016 recipient of the American Institute of Chemical Engineers' prestigious Management Division Award. In 2017, he was presented with the East Tennessee Economic Council Muddy Boot Award, recognizing his contributions to the Oak Ridge community.

In 2019, the National Safety Council recognized Ken's personal commitment to safety and his philosophy of safety as a prerequisite to all work by naming him a CEO who "Gets It." This prestigious designation is presented to leaders who go above and beyond to protect employees both on and off the job.



Greg McCoy

President/Treasurer, Tennessee Baptist Children's Homes, Inc.

Greg became the President of the Tennessee Baptist Children's Homes on January 1st, 2016. Before being called to serve as President of the Children's Homes, Greg served as pastor of two different churches in Tennessee. He served 8 ½ years at Friendship Baptist Church in Culleoka, and then served 16 ½ years as Pastor of First Baptist Church in Portland. Greg received a Bachelor's degree in Religion from Belmont College in 1985 before going to Southwestern Baptist Theological Seminary where he completed his Master of Divinity degree in 1989. He was licensed to preach the Gospel by Memorial Baptist Church in Crossville and was later

ordained as a minister of the Gospel by the First Baptist Church of White House where he served as Youth Minister before attending seminary. Greg and his wife, Jeri, live in Portland and are active members of the First Baptist Church. They have two children. Their daughter, Jennifer, lives in Nashville with her husband, Eric. And their son, Seth, graduated from Belmont University.



Peter M. Cheng

Regional Director, Federal Mediation and Conciliation Service

Peter M. Cheng is the Regional Director (RD) in Region 5 for the Federal Mediation and Conciliation Service (FMCS) stationed in Nashville, TN. Mr. Cheng began his career with the FMCS as a Commissioner in 1996 and was appointed OMS/RD in 2014. In his current role he manages FMCS operations in the Southeast United States. Prior to his appointment he was a field mediator in the Nashville, TN office providing dispute and preventive mediation training to labor and management communities in private, Public and Federal sectors.

Mr. Cheng has performed work in ADR training in system design as well as international work in conflict resolution training and mediation training. He provides training to Federal and state government agencies such as EEOC, IRS, Army Corp of Engineers, Veterans Administration, FAA, USDA and DOE in mediation skills for Equal Employment Opportunity (EEO) and conflict resolution.

In 1998, Mr. Cheng was a member of the FMCS consulting team that provided training to the Taiwanese government in preventive mediation, Mediation conflict resolution and negotiation techniques, Traditional and interest-based approaches. In 2006, 2007 and 2008, he conducted training in China on conflict resolution, Labor-Management relations and the FMCS special Train the Trainer program. He has trained and established labor-management committees (LMCs) in many different Industries and at all levels.