

33rd Annual Tennessee Labor-Management Conference



“Building Labor-Management Relationships”

September 12-14, 2022

**Embassy Suites
Murfreesboro, Tennessee**

Monday, September 12, 2022

7:30 a.m. to 4:00 p.m.	Registration (Convention Registration Desk) (Name Badges should be worn at all events.)
8:00 a.m. to 8:30 a.m.	Breakfast Buffet (Oakleigh ABC)
8:30 a.m. to 9:45 a.m.	Annual Tennessee Labor-Management Prayer Breakfast (Oakleigh ABC) Welcoming Remarks Chad Wallace, President Tennessee Labor-Management Foundation Invocation Victor Graves ATLC/Insulators Local 52 UT-Battelle, LLC Prayer Breakfast Speaker Darren Andrus Vice-President Residential Care Tennessee Baptist Children's Home, Inc. Brentwood Campus
9:45 a.m. to 10:00 a.m.	Break / Networking
10:00 a.m. to 12:00 p.m.	Keynote Speaker (Oakleigh ABC) Jessica Stollings-Holder "Conflict to Opportunity"
12:00 p.m. to 1:30 p.m.	Lunch On Your Own
1:30 p.m. to 2:15 p.m.	Award for Excellence Presentation (Oakleigh ABC) Presenter: Bill Robbins Recipient: Consolidated Nuclear Security Y-12, ATLC, IGUA, KBCTC, Teamsters, USW Gene Sievers Acting President and Chief Executive Officer, Consolidated Nuclear Security, LLC

Monday, September 12, 2022 (CONT.)	
2:15 p.m. to 3:00 p.m.	<p>The Mechanics of Collective Bargaining (Oakleigh ABC)</p> <p>Antonio Adams Director of the General Services Division City of Memphis</p> <p>and</p> <p>Chandell Ryan Deputy Chief Operations Officer Interim Solid Waste Director City of Memphis</p>
3:00 p.m. to 3:15 p.m.	Break / Networking
3:15 p.m. to 4:00 p.m.	<p>Will Trumm, J.D. (Oakleigh ABC)</p> <p>Director, Labor and Employee Relations Tennessee Valley Authority</p>
4:00 p.m. to 4:45 p.m.	<p>Dr. Jeff McCord (Oakleigh ABC)</p> <p>Commissioner, Labor and Workforce Development State of Tennessee</p>
4:45 p.m. to 5:00 p.m.	Break / Networking
5:00 p.m. to 7:30 p.m. (Cash bar available beginning at 5 p.m., dinner served at 5:30 p.m.)	<p>Tennessee Labor-Management Conference Welcome Banquet (Oakleigh ABC)</p> <p>Welcoming Remarks Chad Wallace Tennessee Labor-Management Foundation President</p> <p>2022 Senior Sponsorship / Participant Recognition Wayne Bolinger / Billy Dycus</p> <p>Special Guest Speaker Curtis Weber C. Weber Consulting</p>

Tuesday, September 13, 2022

8:30 a.m. to 9:15 a.m.	<p>Peter Cheng (Oakleigh ABC) Regional Director – Retired Federal Mediation and Conciliation Service</p>
9:15 a.m. to 10:00 a.m.	<p>Steve Millen (Oakleigh ABC) Acting Executive Manager – Southeast Region Federal Mediation and Conciliation Service</p>
10:00 a.m. to 10:15 a.m.	<p>Break / Networking</p>
10:15 a.m. to 11:00 a.m.	<p>Horizon Award Presentation (Oakleigh ABC) Presenter: Bill Robbins Recipient: Cooperative Agreement of Labor and Management</p>
11:00 a.m. to 12:00 p.m.	<p>Lunch On Your Own</p>
12:00 p.m.	<p>Golf / Bingo / Networking (Oakleigh ABC & Old Fort Golf Course)</p>

Dinner On Your Own, Enjoy Murfreesboro!

Wednesday, September 14, 2022

8:15 a.m. to 8:45 a.m.	<p>Ken Rueter (Mirabella A-D) President and Chief Executive Officer, UCOR, United Cleanup Oak Ridge, LLC</p>
8:45 a.m. to 10:15 a.m.	<p>Arbitration Topics Discussion (Mirabella A-D) Arbitration Panel Mark C. Travis J. Maxwell Williams Joan Hill Bradley A. Areheart</p>

Wednesday, September 14, 2022 (CONT.)

10:15 a.m. to 11:00 a.m.

Passing of the Gavel & Conference Wrap-up

(Mirabella A-D)

Chad Wallace

Tennessee Labor-Management Foundation President

and

Van Tenpenny

Tennessee Labor-Management Foundation President-Elect

Golf & Door Prizes

Have A SAFE TRIP HOME!!



Keep updated on events by finding us on-line and on Facebook:

On-line: <http://www.tlmf.us>

Facebook: <http://www.facebook.com/tnlmf>

2022 Arbitrator Bios



Mark C. Travis
Travis ADR Services, LLC

Mark Travis practiced labor and employment law for 25 years before becoming a full-time neutral in 2009, and thereafter served as Director of the Tennessee Labor-Management Center. Mr. Travis is a member of the National Academy of Arbitrators and serves on the neutral panels of the Federal Mediation and Conciliation Service, the American Arbitration Association, and as an administrative law judge for the U.S. Equal Employment Opportunity Commission.



J. Maxwell Williams

Max Williams has practiced law as a trial lawyer, prosecutor, and a government and corporate general counsel. He is a court certified mediator in Tennessee and Florida serves on the labor arbitration panels for the FMCS and AAA as well as several permanent arbitration panels in the corporate and public sectors. Many of his awards have been published in WestLaw and the Bloomberg-BNA Labor Arbitration Reports.



Joan Hill

Joan Hill worked for 20 years as a lawyer and educator for the Paper and Chemical Workers' Union in Nashville, Tennessee, and then the United Steelworkers International Union in Pittsburgh, Pennsylvania. She retired to Alabama in July 2020. Since retirement, when she is not teaching ESL or Spanish classes, or water aerobics, Joan has been approved for the Federal Mediation and Conciliation Service Roster of Arbitrators, as a neutral to resolve labor disputes in both the private and public sectors. She is also an "on-call presenter" in the Department of Human Resources and Labor Relations at Michigan State University.



Bradley A. Areheart

Brad Areheart is a Professor of Law at the University of Tennessee, where he teaches contracts and all of the labor and employment courses at the law school. He is also an experienced labor and employment arbitrator. Prior to his time as a law professor, he worked in commercial litigation for half a decade at the law firms of DLA Piper and Jenner & Block. Professor Areheart has written extensively on labor and employment law, especially in the areas of gender, sex, race, ethnicity, religion, age, disability, genetics, and pregnancy.

2022 Speaker Bios



Antonio Adams
Director of the General Services Division
City of Memphis

Antonio's most important job is being the father of Antonio II and Kaleb and husband to Kimberly. He is a member of First Baptist Church on Broad, Alpha Phi Alpha Fraternity, Inc., and he participates in countless other civic and social activities.

In the meantime, Antonio M. Adams Sr. serves as the Director of the General Services Division of the City of Memphis. He was originally appointed as Deputy Director by the Honorable AC Wharton, Jr. in February 2012, and Director, November 2014. Antonio previously served as the EEO/Labor Relations Compliance Coordinator for the City of Memphis. The most rewarding and important work for Antonio is serving as the ADA Coordinator for the city. As ADA Coordinator, he has forged great relationships with friends from MCIL, the Mid-South ARC, Meritan Services, and countless other friends in the fight for equal rights for persons with disabilities services. In December of 2020, Antonio received his certification as a Professional in Human Resources.

He received his Bachelor of Science degree in Sociology from East Tennessee State University, his Master of Science in Sociology from Middle Tennessee State University, and his Juris Doctorate from Thomas Cooley Law School.



Darren Andrus
Vice-President Residential Care
Tennessee Baptist Children's Home, Inc.
Brentwood Campus

Darren served as a case worker for the Ranch at Millington, then led the Memphis Campus beginning in 2004, before assuming the role of Vice President of Residential Care in Brentwood. He is a graduate of Baptist Bible College and Southwestern Baptist Theological Seminary. He and his wife, Nicole, have three daughters.



Peter Cheng
Regional Director
Federal Mediation and Conciliation Service - Retired

Peter M. Cheng is the retired 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.



Jessica Stollings-Holder

Jessica Stollings-Holder is a professional speaker, trainer, author, and coach who helps teams recognize how their diverse perspectives fuel success. She entered the speaking world through her groundbreaking work in generational diversity and inclusion. She has studied how to bridge gaps across generations for more than a decade, serving more than 100 clients in 35 states and delivering 500 keynotes and training events.

Jessica's work has been highlighted in publications across the country - like SHRM, Ragan/PR Daily, and the Chronicle of Higher Education-and her experiential training using an escape game in a box was voted one of the top 120 trainings in the world by *Training Magazine*.

Jessica's background includes leadership roles in corporate communication and talented development, and she also served as a nationally syndicated news reporter.

Jessica is an academic all-American volleyball player and graduate of King University. She is also a graduate of Leadership Tennessee Class V.

Most importantly, Jessica is a wife and bonus mom with a passion to help all people feel understood, included, and valued.

To learn more, visit jessicastollingsholder.com



Dr. 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 20 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.



Stephen Saul Millen
**Executive Manager, Mid Atlantic District Federal
Mediation And Conciliation Service**

Stephen Millen joined the Federal Mediation and Conciliation Service in July 2012 as a Field Mediator in the Minneapolis, MN field office and was promoted to Executive Manager (EM) of the Mid Atlantic District in January 2020. Prior to joining FMCS, he served as the vice president and general manager of The Philadelphia Orchestra from 2007-2012. Executive Manager Millen had a long career in classical music and the arts and entertainment industry, also serving as the vice president and general manager of the Detroit Symphony (2000-2007) and as general manager of the Phoenix Symphony (1998-1999). He also served as director of public relations for the Saint Paul Chamber Orchestra from 1997-1999. EM Millen was a Fellow in the League of American Orchestra's Orchestra Management Fellowship Program (1996-1997), designed to cultivate executive directors of orchestras. Prior to the Fellowship, he pursued a

career as a freelance clarinet player in the Detroit, MI area. As a clarinet player, he frequently performed with the Detroit Symphony Orchestra and was principal clarinet of the Saginaw Symphony. He also served as personnel manager and second clarinet of the Warren Symphony Orchestra from 1987-1996. A graduate of Wayne State University in Detroit, MI, EM Millen holds a Bachelor of Music degree in music performance/education. He resides in Philadelphia, PA with his wife Donna Saul Millen.



Chandell Ryan, Esq.
Deputy Chief Operations Officer
Interim Solid Waste Director
City of Memphis

Chandell is an attorney and 16-year veteran at the City of Memphis responsible for service delivery in day-to-day operations, resource allocation, and policy development for all City divisions. Her regular duties include budget, grant, and contract management for the Executive Division (\$22M). As Interim Solid Waste Director she is responsible for all Memphis solid waste collections and disposal and the solid waste fund (\$78M). She has over 20 years in attorney and HR roles (working with over 21 labor bargaining units), serving most recently as Equity, Diversity & Inclusion Officer. Ryan is a Native Memphian and 2001 Juris Doctorate Graduate of the University of Memphis. She is a trustee for the New

Memphis Institute and board member for Innovate Memphis, Tennessee Labor-Management Foundation (advisory board) and Shelby County Municipal Solid Waste Region Board. Ryan is a proud 2017 New Memphis Leadership Development Intensive Alum, member of Alpha Kappa Sorority, Inc., and 2020 Leadership Memphis Executive Program graduate. As an arts lover, you may find Ryan acting or singing in local plays, movies or her place of worship.



Ken Rueter
President and Chief Executive Officer

Education: Bachelor of Science, Chemical Engineering, Cleveland State University Executive Management Program, Moore School of Business, University of South Carolina

Previous Positions: President and Project Manager, Savannah River Remediation, LLC 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 President and Chief Executive Officer of UCOR, the Department of Energy's (DOE) environmental cleanup prime contractor for the Oak Ridge Reservation. Having successfully led the \$4.2 billion East Tennessee

Technology Park (ETTP) contract for nine years—resulting in the largest environmental cleanup project in DOE's history—Ken is applying that experience to successfully lead the Oak Ridge Reservation Cleanup Contract.

Under the ETTP contract, Ken guided and motivated a workforce of over 2,000 to perform work safely and efficiently, eliminating hazards and reducing environmental liability. Under Ken's oversight, UCOR experienced an unmatched record of success, not only finishing major projects ahead of schedule and under budget, but doing so safely as demonstrated by DOE awarding UCOR Star status in its Voluntary Protection Program. 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.

Throughout his 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, and cost and schedule development.

Ken previously served as President of Savannah River Remediation LLC and as Project Manager for the Savannah River Site 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 as well as instituting his shared governance model, which brings all stakeholders to the table to build equity and ownership in decision making.

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 and Oak Ridge Associated Universities. Under Ken's oversight, UCOR, its workforce, and subcontractors have donated over \$3M to local and regional organizations focused on children's advocacy, education and workforce development, health and wellness, and conservation and preservation.

He serves on the Boards of Directors of the Center for Construction Research and Training, Oak Ridge Associated Universities, and American Society of Safety Professionals. 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.



Gene Sievers

**Acting President and Chief Executive Officer; Y-12
Site Manager**

Consolidated Nuclear Security, LLC

Gene Sievers serves as the acting president and chief executive officer for Consolidated Nuclear Security, LLC, the management and operating contractor for the Pantex Plant in Amarillo, Texas, and the Y-12 National Security Complex in Oak Ridge, Tennessee. He also is the site manager for Y-12, where he oversees daily operations to sustain a safe, secure, and effective nuclear deterrent.

Before being appointed site manager, he served as vice president of Mission Assurance for CNS. In this role, he was responsible for several organizations, including Enterprise Occupational Health, Operations Assurance, Pantex Environmental and Safety Programs, Quality, and Y-12 Environment, Safety, and Health. As the nation responded to the COVID-19 pandemic, he led the multi-faceted Mission Assurance organization to ensure the work environment at both sites was responding proactively to its employees, the public, and the environment.

In leading the Mission Assurance organization, he ensured that the quality of Pantex and Y-12 production activities met requirements of federal program and design agency customers, which provides certifiable confidence in the nuclear stockpile. Other daily responsibilities included providing subject matter expertise for all readiness activities as well as nuclear and explosives safety, and coordinating with the Department of Energy Office of Enforcement Coordination.

Sievers began his Y-12 career in nuclear safety operations in 2013, providing oversight for disciplined operations. He provided leadership for the Y-12 Protective Force, leading the organization through contract transition and a highly successful Enterprise Assessment Inspection. During his Y-12 tenure, he also has served as the deputy site manager and provided leadership for day-to-day operation of the Y-12 site before assuming the role of senior director of Y-12 Environment, Safety, and Health.

Sievers began his service to our nation with 27 years in the U.S. Navy, where he served on four nuclear submarines supporting the National Security Strategy in both the Atlantic and Pacific Theaters of Operation. His military service culminated in command of USS Columbia (SSN 771) and Submarine Squadron 6.

He holds a Bachelor of Science degree in mechanical engineering from West Virginia University and a Master of Business Administration from the Florida Institute of Technology.



Curtis Weber

Curtis Weber has been influencing behaviors and inspiring change in safety globally for 15 years. He comes from Saskatchewan, Canada where the young teen had his life heading exactly where he had always dreamed it would take him, with an opportunity to play Jr Hockey. Instead, on his third day of a new job at the age of just 17, Curtis found himself in a battle of life or death as over 40,000 volts of electricity surged through the young teen's body. Through this experience, an improbable young man emerged, seemingly unscathed both mentally and physically after all he had been through. Medical experts and therapists marveled in disbelief at his positive outlook, even in the early days fresh out of his coma. Curtis's family and friends were not so surprised by his outlook, saying "it's just the type of kid he is, always understood that no matter how bad your situation, someone else will always have it worse."

Curtis has dedicated his life and career to making real and positive changes, to the way people view safety. Curtis shares the impacts of decisions made both organizationally and individually and the effects they have on co-workers, family and friends. Creating an emotional connection, Curtis takes his audiences through a personal journey from the early days in hospital where doctors gave him "no hope" for survival, to a six-week coma, followed by a 6-year complete recovery of hospital trips to Chicago and Toronto. Bringing this horrific incident full circle, Curtis inspires all with an incredibly positive attitude and his road to a very successful recovery. Let Curtis take you on his emotional journey that you will never forget and that Curtis will forever remember.