



ANNUAL TRAINING CONFERENCE

Session Descriptions

Keynote: Managing and Leading in Turbulent Times– Alice Bergman

This seminar will cover a traditional change model and how that fits in to today's world, and explore the skills needed for leaders on a personal, team and organizational basis. This seminar will cover topics such as communication/empathy, stress management, resiliency and optimism. It is not that these times require different skills, only that we hone in and fully utilize the skills we have.

Manager's Track

Diagnostic Tools: How to Do Triage until HR Arrives –Lisa Umscheid, attorney

Rules and long policies are great in theory, but often supervisors, managers, and HR staff must respond on a moment's notice to HR issues. Sometimes what you do in the first few moments of responding to an HR issue can have lasting impact. This session will cover some common HR emergencies, including the sudden discipline problem, the sudden request for leave, the workplace injury, and many more. You'll learn some practical tips (and hear about common traps) that will help you perform expert "HR triage."

The Workplace Effects of Domestic Violence, Sexual Assault and Stalking...

Presenter - Jayne Downing, Executive Director of Mid-Valley Women's Crisis Service

This interactive workshop will explore the ways domestic violence, sexual assault and stalking impact the workplace. Participants will learn about the dynamics of domestic violence, sexual assault and stalking, prevalence of the issues, steps to provide safety and support to the victim, and addressing workplace safety issues.

What participants said about the training...

- This was the best training on domestic violence I have ever had
- Really good information presented with an emphasis on being understanding, proactive and non-judgmental

The number one comment seen over and over on evaluations...I recommend this training for all staff!

HR Practitioner's Track

HR 101 – Brenda Baumgart, attorney

This break-out session will explore the complex web of laws that HR generalists navigate when addressing day-to-day employee issues, including laws pertaining to hiring and recruitment, discrimination, and wage and hour. There will be a special focus on the recently enacted Lilly

Ledbetter Fair Pay Restoration Act, and the practical implications for HR practitioners, as well as other recent developments in employment laws.

Preparing to Downsize – Patrice Altenhofen, Cascade Employers Association

If you have to assist your organization through a layoff you will want to make sure it is done in such a way as to avoid lawsuits, negatively impact as few people as possible, support laid off employee's transition, manage retained employees and be consciously responsible to all constituents. In this session Patrice will walk you through the steps to achieving these goals when faced with the difficult job of laying off employees.

HR Strategic Track

Interest Arbitration: Positive Lessons Learned Throughout the Process

Join Kathy Peck of Williams, Zagrofos & Peck, PC and Blaise Lamphier of Multnomah County Labor Relations as they share their insights into the challenging arena of interest arbitration. How you prepare for the arbitration and the strategy you take will make the difference in the outcome. Kathy and Blaise will provide practical tips on everything from the selection of the arbitrator, preparation of materials, guidelines for the Last Best Offer, the presentation of your case, and suggestions throughout the process to help minimize risk and improve your chances for success. This is an opportunity to learn how to prepare for an interest arbitration from those that have experience with the process.

Legislative Update – Diana Moffat, LGPI

Diana Moffat, LGPI's executive director, will give her insights into the process and current activities of the Oregon Legislative Assembly, with a special focus on the proposed legislation that is being considered, some of which can substantially affect our HR world. Get a head's up on what may be coming your way so that you have time to prepare how you will address new laws that may impact your work and your organization.

Keynote: Appreciative Inquiry – Helen Spector, Executive Forum

Appreciative Inquiry is a useful and practical tool for HR professionals when working as a consultant and business partner in an organization. Appreciative Inquiry is a forward looking model that looks at where the organization or participants in a situation wants to be not what has gone wrong in the past. From there a series of questions can be addressed that will develop a road map for out to get to the desired outcomes.

Speaker Bio's

Patrice Altenhofen, Cascade Employers Association (HR Practitioners' Track: Preparing to Downsize: Legal, practical, and Human Perspective)

Patrice was appointed President of Cascade Employers Association in the fall of 2006 and leads the Association's team in providing collaborative, responsive, and solution-oriented services. Prior to becoming President, Patrice served as General Counsel and Director of Human Resource Development Services. Patrice joined Cascade in 1995 after completing Willamette University's Joint Degree program, earning her Law Degree and Master of Business Administration. She personifies Cascade's tradition of bringing a preventive, problem-solving approach to assisting employers in HR, labor, and employment law matters. As a creative and approachable human resource professional and attorney, Patrice is credited with developing innovative training programs on a variety of employment-related issues for executives, managers, and supervisors, including the Association's comprehensive HR Leadership Certificate Program. She routinely participates in the development of long-term executive, human resource, and compliance strategies with top-level management of organizations from diverse industries. Patrice also serves as a Director on the following Boards: Society of St. Vincent de Paul, Mid-Willamette Valley; Habitat for Humanity, Mid-Willamette Valley; Enterprise for Employment & Education; and Salem Art Association. Patrice is an Oregon native.

Alice Bergman, M.A. Cascade Center EAP (Morning Keynote: Resiliency during Turbulent Times)

Alice Bergman earned her Masters degree in International Management from the University of Texas at Dallas and a Master's degree in Counseling Psychology from Pacific University. She has experience as a Human Resource Professional and Career Counselor. Alice has had over 15 yrs in the Human Resource field as both a generalist and as a recruiter. She is a certified MBTI trainer. She is currently a Senior Consultant at Cascade Center EAP. She provides counseling to individuals and family, consultations to managers and supervisors, conflict resolutions and on-site training on a variety of topics.

Brenda Baumgart, Barran Leibman (HR Practitioner's Track: HR 101)

Brenda K. Baumgart, a partner with Barran Liebman LLP employment and labor law firm, has developed her practice in employment litigation and employment-related advice, and also handles appellate work for the firm. Brenda's litigation practice includes representing employers in both federal and state courts, as well as handling agency charges before BOLI and the EEOC. She conducts internal workplace investigations for private and public sector clients. She also provides traditional labor support to clients by advising on the handling of grievances and arbitrating disputes. She frequently speaks in the community and trains clients on numerous topics including drug and alcohol issues, workplace harassment and discrimination, and family medical leave laws. Brenda is a member of the Oregon State Bar Association, the Multnomah Bar Association, the Federal Bar Association, the American Bar Association, and the Oregon Association of Defense Counsel. She earned her J.D. from Willamette University School of Law, where she served as the Notes/Comments Editor of the Willamette Law Review. She is admitted to practice in Oregon.

Jayne Downing, Executive Director of Mid-Valley Women’s Crisis Service (Manager’s Track: Domestic Violence Law)

Jayne Downing has been working with victims and survivors of domestic and sexual violence for over 18 years. She has been the Executive Director of Mid-Valley Women’s Crisis Service since 1997. During her time with the Crisis Service, Jayne has provided over 1,000 trainings on domestic and sexual violence in Oregon and around the Northwest. Jayne currently serves on the Attorney General’s Sexual Assault Task Force and Batterer Intervention Standards Board, and the DHS Domestic Violence Council. In 2006 Jayne received the Governor’s Outstanding Victim Advocacy Award and in 2008 received the Athena Award for Marion/Polk Counties.

Blaise M. Lamphier, Labor Relations Manager, Multnomah County (HR Strategic HR Track: Interest Arbitration Session)

New Englander by birth but Oregonian by choice. Blaise Lamphier has served as a Labor Relations Manager for Multnomah County since April, 2007. He is assigned currently as the County’s chief negotiator with its four non-strikeable unions that represent corrections officers, deputy sheriffs, parole and probation officers, and juvenile custody services specialists. He has been in public sector labor relations and human resources for over 20 years and joined Multnomah County after more than five years as the Manager of Labor Relations for the City of Rochester, NY, the Empire State’s third largest municipality. Prior to that, he spent over 12 years in Connecticut with the City of Bristol and the City of Meriden. Currently vice-president of ORPELRA, he is also a former president of ConnPELRA and member of NYSPELRA.

Blaise’s areas of specialization include the successful resolution of grievances at the lowest practical level whenever possible to minimize liability and risk without sacrificing managerial rights. He currently conducts regular training with his colleagues in the areas of Managing Substandard Performance and Effective Grievance Handling. Winner of the U.S. Senate’s Harry S. Truman Scholarship for his work against racism, he holds an MBA in Applied Economics and Marketing from the College of William and Mary in Williamsburg, VA; a BA in Government from Wesleyan University in Middletown, CT; and professional certification from Cornell University’s School of Industrial and Labor Relations (ILR) in both Collective Bargaining and Contract Administration.

A published author and a national champion vintage base ball catcher now playing for the revitalized Portland’s Pioneer Base Ball Club (originally established in 1866), Blaise lives in Portland with his wife Alice.

Diana Moffat, Executive Director, Labor Relations Consultant/Attorney (HR Strategy Track: Legislative Update)

Diana Moffat is the Executive Director of the Local Government Personnel Institute. She also serves as one of LGPI’s Labor Relations Consultants and as their labor lawyer.

She has bargained more than 150 Collective Bargaining Agreements, which include drafting proposals, researching comparative wages and benefits, assessing legal ramifications of particular language, presenting all proposals and justifications at the bargaining table as chief spokesperson, and assessing counter-proposals. Diana has represented numerous employers in the mandatory mediation process and has presented cases to Interest Arbitration.

Diana has been involved in countless disciplinary proceedings, consisting of assessment of the facts, providing representation at pre-disciplinary hearings, legal analysis prior to arbitration, negotiating voluntary employment severance alternatives and presentation of the cases to arbitration. In addition, she has handled hundreds of contract interpretation issues.

Diana has presented cases to the Employment Relations Board in the form of Unfair Labor Practices and Unit Clarification matters. She is versed in Oregon Labor law, ERB rules and regulations, FMLA, FLSA, OFLA, PECBA and Oregon statutory and case law. She has been exposed to a wide array of employment situations involving issues of overtime pay, light duty provisions, medical determinations, seniority, annual evaluations, vacation scheduling, medical insurance coverage and sexual harassment, just to name a few.

Diana has been a guest speaker at numerous Oregon conferences covering such topics as discipline/discharge, increasing your odds of prevailing in an interest arbitration, bargaining insurance language, SB400 implications, and other collective bargaining topics.

Diana earned her law degree from Lewis & Clark Law School in 1986. She served as a Deputy District Attorney in Lincoln and Marion Counties for the first 14 years of her career. In 2000, Diana began her work as a Labor Relations lawyer.

Kathy Peck, Williams, Zografos and Peck (HR Strategy Track: Interest Arbitration Session)

Kathy A. Peck became a partner in the AV ranked firm of Williams, Zografos and Peck in 1987. The firm limits its practice to the representation of employers in labor and employment law. Kathy received her BA from Washington State University where she graduated Phi Beta Kappa and Magna Cum Laude. She received her law degree from Willamette University in Salem Oregon and was admitted to the Oregon State bar, the U.S. District Court, District of Oregon; and the U.S. Court of Appeals, Ninth Circuit in 1977.

Kathy's past and current practice is limited exclusively to the representation of private and public sector employers in labor and employment relations, including: administrative and civil employment discrimination complaints; collective bargaining; contract administration; unfair labor practice proceedings; representation at grievance and interest arbitrations; wrongful discharge litigation; wage and hour complaints; development of handbooks, policies and procedures; workplace investigations and general preventative labor relations. Kathy was selected as one of 11 Oregon attorneys and approximately 1,000 nationwide to be inducted as a Fellow to the College of Labor and Employment lawyers, since its inception in 1995. She was also selected by her peers to be included in a recent edition of "The Best Lawyers in America" and was selected as one of Oregon's Super Lawyers in labor and Employment law for 2005 and subsequent years.

Helen Spector, Executive Forum (Afternoon Keynote: Appreciative Inquiry)

Helen has over 30 years of consulting experience in small and large group settings (5 -1,000 people) within both private and non-profit settings. Her strength in design begins with developing desired outcomes in partnership with the organizations she serves.

Helen has deep and broad experience in processes designed to engage stakeholders, i.e. appreciative inquiry, world café, and open space.

Her clients include BP, Urban Land Institute (ULI) and the center for Collaborative Policy.

Helen designed and facilitated the Hydrogen Interactive meeting convened by British Petroleum (BP) that helped shape the developmental course of the emerging hydrogen economy, multi-stakeholder meetings around critical land use issues for ULI and the Center for Collaborative Policy as they navigated their transition from a conflict –resolution focused practice to becoming a major force in the policy development dynamics of California.

Helen obtained her masters in management from Northwestern University Graduate School of Management; and has completed certificate programs in organization and systems development and working with groups, Gestalt Institute of Cleveland and the Certification program in Appreciative Inquiry, NTL. Helen has collaborated on articles for the *Change Handbook*; *The Definitive Resource on Today's Best Methods for Engaging Whole Systems* (2nd edition) and the *Handbook of Large Group Methods; Creating Systemic Change in Organizations and Communities*. She also taught in the Organizational Psychology Masters Program at JFK University.

Lisa M. Umscheid, Partner Ball Janik (Managers Track: Diagnostic Tools – How to Do Triage Until HR Arrives)

Lisa Umscheid joined Ball Janik LLP in 2006. Her principal area of practice is employment law, with considerable legal expertise in employment law counseling, employment litigation, labor law, and general government law.

Prior to joining Ball Janik, Ms. Umscheid practiced as Senior Attorney at Metro and previously in private practice as an employment and business litigation associate at Garvey, Schubert & Barer.

A graduate of Pomona College in Claremont, California (B.A., English, 1989), Ms. Umscheid earned her J.D. degree, cum laude, in 1992 from Willamette University College of Law. Ms. Umscheid was the Executive Editor for the Willamette Law Review. She was also the National Champion and the Best Brief Author at the 1991 National Labor Law Moot Court Competition. Ms. Umscheid is a member of the Oregon State Bar, the Ninth Circuit Court of Appeals, the U.S. District Court for the District of Oregon, and the U.S. Court of Federal Claims.