

**METALCASTING INDUSTRY**

# **HUMAN RESOURCES CONFERENCE**

February 1-3, 2017 | Hyatt Regency Clearwater Beach | Clearwater, FL

**THE PREMIER  
HR CONFERENCE  
FOR METALCASTERS**

## **Unlocking the Past, Present, and Future of HR in Metalcasting**

*“Great roundtable discussions and always interesting to see issues other metalcasting facilities are dealing with and how they are resolving these issues.”*

*—Becky Kinkade, Oil City Iron Works*



American Foundry Society



# AGENDA

## WEDNESDAY, FEBRUARY 1

7:30 a.m.

### Registration

8:00 a.m.

### Welcome and Opening Remarks

*Teresa Weber, Conference Chairman*

8:05 a.m.

### Breakfast and Introductions

9:00 a.m.

### Generations in the Workplace

*Celina Peerman, Ph.D., The Peerman Group*

Across all demographics, employers are challenged by differences in work ethic, attendance practices, and performance management. This session will review the research and best practices for employers—particularly supervisors—trying to lead and manage a multi-generational workforce. Practical tips and activities will be included to apply immediately in the workplace. Finding common ground and building relationships are emphasized in this upbeat and interactive session.

11:15 a.m.

### What's New in Washington D.C.—Overview of the Federal Political Landscape & How It May Affect Metalcasters' HR in 2017 and Beyond

*Stephanie Salmon, AFS Washington Office*

United States metalcasters are facing a wave of new regulations from the U.S. Department of Labor, Occupational Safety and Health Administration and the National Labor Relations Board. Hear about the key legislative and regulatory issues that AFS has been actively engaged in 2016 and what the industry can expect under a new Administration and new Congress in 2017.

12:00 Noon

### Adjourn for the Day

## THURSDAY, FEBRUARY 2

8:00 a.m.

### Breakfast and Roundtable Discussion

9:15 a.m.

### Union Breakout Session

*Mark Broich, Facilitator*

### Non-Union Breakout Session

*Kirk Kallio, Facilitator*

10:00 a.m.

### Metalcasting Industry Roundtable Discussions

11:45 a.m.

### Lunch

12:30 p.m.

### NLRB Update: The New Frontier for Union and Non-Union Employers

*Jon Levine, Littler Mendelson*

The NLRB's efforts to make union organizing easier and unions more powerful and relevant affect union and non-union

employers alike. Recent decisions have expanded protections for employees engaged in conduct that most would easily recognize as unprofessional, disloyal or insubordinate. The NLRB has also cast doubt on the right of employers to maintain and enforce common workplace policies and employment agreement and attempted to give union's additional leverage at the bargaining table. Levine will discuss the impact of the 2016 election and practical strategies union and non-union employers can use to manage employees and deal with unions.

1:30 p.m.

### Employment Law Update

*Mitch Quick, Michael Best*

Change is constant, as the last year in labor and employment law has proven to be true. From finalized FLSA overtime pay regulations to significant Supreme Court cases, and changing concepts of the employer/employee relationship, human resources professionals face a dizzying array of evolving obligations in managing their workforces. Attorney Mitchell W. Quick will provide an overview of the most significant developments in employment law from 2016 and offer practical tips for compliance.

2:30 p.m.

### Knowledge Mapping & Transfer Best Practices

*Celina Peerman, Ph.D., The Peerman Group*

The future success of an organization hinges on having the right people ready for the work and to achieve the results needed. This workshop will offer a tool kit with ready samples for you to go back to the job site and implement. Based on research with practice advice, this interactive discussion will help you prepare your team's next steps to be even more ready for tomorrow.

4:30 p.m.

### Adjourn

5:00-6:30 p.m.

### Reception

## FRIDAY, FEBRUARY 3

8:00 a.m.

### Breakfast and Metalcasting Industry Roundtable Discussions

9:00 a.m.

### Update—Employer Rights and Obligations with Respect to LGBT Issues in the Workplace

*Greg Ripple, Tripp W. VanderWal, Miller Johnson*

An explosion of media coverage and government protection has emboldened workers to become more open and public about their identity and lifestyle. This session will cover the EEOC and other agency views on workplace discrimination based on gender identity and sexual orientation. How should a company handle a transgender worker's request to change his/her name, gender identity or dress/grooming, and how does that fit with your company's culture? And, of course, what about the sensitive issue of bathrooms, locker rooms and other gender-specific facilities? We also will discuss how your employee benefits need to be tailored to address LBQT issues.

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10:30 a.m.

## Your Business, Your Future: Profiting Under a Trump Administration

*Gene Marks, The Marks Group*

Smart metalcasting business owners and managers share one quality that makes them stand out among their peers: they are always looking ahead. Not just a few weeks or months. But years. There are political, economic and technology trends and events occurring right now that will impact your business over the next 3-5 years. Do you know what they are? And if you do, have you thought about what your actions will be? How will you respond so that you lead your organization forward? This presentation will discuss the three most important power trends that will impact your business through 2018...and what actions to take.

11:30 a.m.

## Raffle Adjourn Conference

A raffle will be held at the end of the conference. You must be present to qualify. One raffle ticket will be given to each registrant for each session attended.



**THIS PROGRAM HAS BEEN  
APPROVED FOR HRCI CREDIT.**

## EXPERT PRESENTERS

### Celina Peerman, Ph.D.



*Dr. Celina Peerman serves as an organizational behavior specialist with over 22 years of experience from front line to senior level positions, in a wide range of industries. She is passionate about engaging our human resources in new ways to achieve even better organizational results. Celina's focus is on quality training and services that directly contribute to better service for all stakeholders and in particular the retention of front-line staff and strength of first-line supervisors.*

### Stephanie Salmon, AFS Washington Office

*Stephanie Salmon is president of Potomac Government Relations, a government affairs and strategic communications firm located on Capitol Hill in Washington, D.C. With over 20 years of experience in the government and regulatory affairs arena, she manages several of the firms' trade association clients. Salmon serves as liaison and representative to AFS' Government Affairs Committee and the Safety and Health Committee, as well as several coalitions.*



### Jon Levine, Littler Mendelson



*Jon Levine is the founding member and the office-managing shareholder of Littler Mendelson's Milwaukee office. Jon has a national practice focusing on representing employers in all areas of labor-management relations, including litigation before the National Labor Relations Board and in state and federal courts. He also has significant experience with the NLRA, union organizing campaigns, collective bargaining, labor arbitration, Title VII, the ADA, the ADEA, and the Wisconsin Fair Employment Act.*

### Mitch Quick, Michael Best

*Mitch Quick, a partner in the Milwaukee office of Michael Best, has for over 26 years served as a trusted advisor to businesses on all aspects of management labor and employment law. Clients value his deep knowledge of employment and labor laws, with an emphasis on employment*



*discrimination and wage and hour laws. Clients regularly seek his counsel regarding compliance with the many continually changing labor and employment laws, as well as to address challenging or risky personnel situations. Mitch has represented businesses across a range of industries, including: foundries, large and small manufacturers, and agribusiness entities.*

### Greg Ripple, Miller Johnson



*Greg Ripple and Tripp VanderWal are labor and employment attorneys with Miller Johnson in Grand Rapids, Michigan. Greg advises clients in varied industries, including aviation, manufacturing, construction, and health care, on a full-spectrum of employment law issues. He counsels clients on compliance with state and federal laws, including civil rights statutes, disability laws, FMLA, as well as on reduction-in-force and wage and hour matters.*

### Tripp W. VanderWal, Miller Johnson

*Tripp counsels clients in numerous industries in all aspects of their employee benefit programs. He assists clients in the design and implementation of various employee benefit plans, including qualified and non-qualified retirement plans and various health and welfare plans. As a member of Miller Johnson's Health Care Reform team, he assists clients comply with numerous requirements imposed under the Affordable Care Act on employer health plans.*



### Gene Marks, The Marks Group



*Gene Marks is a columnist, author, and small business owner. He writes every day on business, politics and public policy for the Washington Post and weekly for Forbes, Fortune, Fox Business, Inc. Magazine, Entrepreneur and the Huffington Post. Nationally, Gene appears on Fox News, MSNBC and CNBC discussing matters affecting the business community. Through his keynotes and breakout sessions, Gene helps business owners, executives and managers understand the political, economic and technological trends that will affect their companies so they can make profitable decisions.*



## 2017 METALCASTING INDUSTRY HUMAN RESOURCES CONFERENCE

February 1-3, 2017 | Hyatt Regency Clearwater Beach | Clearwater, FL

### RETURN FORM TO:

American Foundry Society  
35169 Eagle Way, Chicago, IL 60678-1351  
Tel: 800/537-4237 Fax: 847/824-7848

**HOTEL INFORMATION:** Hyatt Regency Clearwater Beach Resort and Spa, 301 S. Gulfview Boulevard, Clearwater, FL 33767

**RESERVATIONS:** To register online, go to: <https://aws.passkey.com/go/AMFoundrySociety2017>. Or, you can call the hotel at 888-421-1442 and mention you are with the American Foundry Society—2017 Human Resources Conference. Room rate—\$239 (Premium guest room). The hotel's check-in time is 4:00 p.m. Check-in prior to the hotel's published check-in times are subject to availability. Room assignments prior to this time are on a space available basis. Check-out time is 11:00 a.m.

**RESORT:** The resort fee (normally \$25) has been reduced to \$10 per room, per night during the official conference dates. The resort fee provides use of resort activities and amenities including: one welcome drink at check-in per person, two bottles of water in guest room per day, premium internet access in guest room, business center and 24 hour Stay Fit access, self-service laundry, nightly feature in-room movie, poolside activities, daily pool snacks and board games.

**CANCELLATIONS AND SUBSTITUTIONS:** Substitutions will be accepted at any time. If you need to cancel your reservation, you must do so with no less than a 72-hour notification prior to the first day of arrival to avoid one (1) night room and tax charge.

**TAX DEDUCTION OF EXPENSES:** An income tax deduction is allowed for expenses of education, including registration fee, travel, meals and lodging, undertaken to maintain and improve professional skills (see U.S. Treasury Regulation 1.162.5).

**CONFERENCE PHOTO POLICY:** Registration for the conference implies consent that pictures, video or audio recording taken during AFS and AFS-related events can be used for conference coverage and promotional purposes. AFS is able to use your likeness without remuneration.

### REGISTRATION FEES

- AFS Member \$795 •  Non-AFS Member \$950
- Spouse (Full Conference Attendance) \$300
- Spouse (Thursday Evening Reception Only) \$100

Name \_\_\_\_\_

Spouse Name (if attending) \_\_\_\_\_

Title \_\_\_\_\_

Company \_\_\_\_\_

Please indicate if your company is:  Union  Non-Union

Number of employees \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

E-mail \_\_\_\_\_ AFS Membership# \_\_\_\_\_

Payment:  American Express  MasterCard  VISA  
 Check enclosed

Card Number \_\_\_\_\_ CV# \_\_\_\_\_

Expiration Date \_\_\_\_\_

Authorized Signature \_\_\_\_\_