



# ALASKA

## Alaska Power Association Alaska Electric Utility Legal Workshop for Managers and Supervisors

May 4-5, 2017

Alaska Power Association Conference Room

Featuring: **Andy Leman, Attorney, Kempel, Huffman & Ellis.**

### Thursday, May 4, APA Conference Room

**8:00 a.m. – 8:30 a.m.** – Continental Breakfast

**8:30 a.m. – 10:15 a.m.** -Workplace Harassment I

- *Overview of Federal and State Discrimination Law*
- *Types of Discriminatory Conduct*

**10:15 a.m. – 10:30 a.m.** - Break

**10:30 a.m. – 11:45 a.m.** -Workplace Harassment II

- *Is it Illegal Harassment? You be the Judge*
- *The Unique Role of Supervisors in Keeping the Utility Out of Trouble*

**11:45 a.m. – 1 p.m.** – Lunch (***provided***)

**1 p.m. – 2:45 p.m.** – Marijuana and Drugs in the Alaska Workplace

- *Background on Alaska Marijuana Legalization & Drug Testing*
- *What Can Utilities Do About Legalized Marijuana?*
- *What Should Utilities Do About Legalized Marijuana?*

**2:45 p.m. – 3:00 p.m.** – Break

**3:00 p.m. – 4:30 p.m.** – Time Away from Work for Disabilities

- *Overview of FMLA and ADA Requirements*
- *Take This Job and . . . Make it a Part-Time Position: Dealing with Requests for Reduced Schedules and Intermittent Leave*

### Friday, May 5, APA Conference Room

**8:00 a.m. to 8:30 a.m.** – Continental Breakfast

**8:30 a.m. – 10:15 a.m.** Supervising Union Employees I

- *Overview of Federal Labor Law*
- *Overview of Alaska Laws Relevant to Union Labor in Alaska*
- *Successfully Disciplining Union Employees*
- *Successfully Handling Union Grievances*

**10:15 a.m. – 10:30 a.m.** – Break

**10:30 a.m. – 11:45 a.m.** – Supervising Union Employees II

- *You Be the Arbitrator: Just Cause and Progressive Discipline Cases*
- *Effective Supervision of Union Employees*

\*Topics and agenda are subject to change without notice