



# **NAGLO**

## **2016 CONFERENCE**

**JULY 24 - 27, 2016**  
**PORTLAND, MAINE**

**NATIONAL ASSOCIATION OF GOVERNMENT LABOR OFFICIALS**

**[WWW.NAGLO.ORG](http://WWW.NAGLO.ORG)**



# NAGLO Conference Agenda

	Monday, July 25	Tuesday, July 26	Wednesday, July 27
	<p>7:30 to 9 a.m. <b>Breakfast</b> Board Room/Foyer</p> <p>9 – 9:15 a.m. <b>Call to order and introductions</b></p> <p>9:15 – 9:30 a.m. <b>Welcome</b></p> <p>9:30 – 10:45 a.m. <b>Presentation:</b> <b>US DOL Wage and Hour Division update</b></p> <p>11 a.m. – Noon <b>Panel: Approaches to family medical leave</b></p> <p>12:15 – 1:15 p.m. <b>Lunch and Presentation</b> <b>VPPPA and SHAPE Programs</b></p>	<p>7:30 to 8:30 a.m. <b>Breakfast</b> Board Room/Foyer</p> <p>8:30 a.m. <b>Depart for tour</b></p> <p>9 – 10:30 a.m. <b>Tour: L.L. Bean Company</b></p> <p>10:30 a.m. <b>Free time to explore Freeport, Maine</b></p> <p>11:30 a.m. <b>Bus departs for Portland</b></p> <p>Noon – 1:30 p.m. <b>Lunch and Presentation:</b> <b>Health and safety effects of “gig” economy on workers</b></p>	<p>7:30 to 8:30 a.m. <b>Breakfast</b> Board Room/Foyer</p> <p>8:30 – 9:15 a.m. <b>OSHA’s recordkeeping rule: Reporting fatalities and severe injuries</b></p> <p>9:30 a.m. <b>NAGLO business meeting</b></p> <p>10:30 a.m. <b>Adjourn</b></p> <p>Noon <b>Guest room check-out</b></p>
<p><b>Sunday, July 24</b></p>			
<p>4 – 5:30 p.m. <b>Welcome and check-in</b> Dining Room</p> <p>4:30 – 5:30 p.m. <b>Executive Board meeting</b> Board Room</p> <p>5:30 – 9 p.m. <b>Welcome reception</b> Sponsored by VPPPA Dining Room</p>	<p>1:30 – 3 p.m. <b>Panel: Focus on youth apprenticeship initiatives</b></p> <p>3:15 – 5 p.m. <b>Roundtable discussion:</b> <b>State reports</b></p> <p>5:15 p.m. <b>Walk to dinner</b></p> <p>5:30 – 7:30 p.m. <b>Lobster bake at Dimillio’s Restaurant in Harbor</b></p>	<p>1:45 – 2:45 p.m. <b>Presentation:</b> <b>Workforce of the future</b></p> <p>3 – 4:30 p.m. <b>Panel: Impairment in the workplace</b></p> <p>4:45 – 5:15 p.m. <b>Ministry of Labor from the Republic of China (Taiwan)</b></p> <p>6:30 p.m. <b>Optional event:</b> <b>Portland Sea Dogs baseball game</b> (Dinner on your own)</p>	



# Sunday, July 24

**4 – 5:30 p.m.**

**Welcome and check-in**

Hilton Garden Inn Dining Room

**4:30 – 5:30 p.m.**

**Executive Board meeting (Executive Board members only)**

Meeting in Board Room

**5:30 – 9 p.m.**

**Welcome reception sponsored by VPPPA (attendees and guests)**

Dining Room

Thank you to the Voluntary Protection Programs Participants' Association for its participation and contribution to the conference.



# Monday, July 25

**7:30 – 9 a.m.**

**Breakfast (attendees and guests)**

Board Room/Foyer

**9 – 9:15 a.m.**

**Call to order and introductions**

*Ken Peterson, Commissioner, Minnesota Department of Labor and Industry and NAGLO President*

**9:15 – 9:30 a.m.**

**Welcome remarks**

*Jeanne Paquette, Commissioner, Maine Department of Labor*

**9:30 – 10:45 a.m.**

**Presentation: U.S. DOL Wage and Hour Division update**

*Laura Fortman, Deputy Administrator, Wage and Hour Division, U.S. DOL*

**11 a.m. – Noon**

**Panel: Approaches to Family Medical Leave**

*Moderator: Ryan McKenna, Director, Missouri Department of Labor and Industrial Relations*  
*Sarah Blusiewicz, Senior Advisor, Rhode Island Department of Labor and Training*  
*Christie Hammond, Deputy Commissioner, Oregon Bureau of Labor and Industries*  
*Jim Roche, President, New Hampshire Business and Industry Association*

**12:15 – 1:15 p.m.**

**Lunch and Presentation: VPPPA and SHAPE programs (attendees)**

*Moderator: Courtney Malveaux, Director, Thompson McMullan*  
*Steve Greely, Workplace Safety and Health Director, Maine Department of Labor*  
*Jaclyn Mandrake, Human Resources Director, Town of Scarborough, Maine*  
*Michael Thurlow, Fire Chief, Scarborough Fire Department*

# Monday, July 25

**1:30 – 3 p.m.**

**Panel: Focus on youth apprenticeship initiatives**

Labor officials from several states will discuss apprenticeship initiatives and approaches.

***Moderator: Ellen Golombek**, Executive Director,*

*Colorado Department of Labor and Employment*

***Noel Ginsburg**, CEO, Intertech Plastics and BASIC*

***John Ladd**, Administrator, Office of Apprenticeship and Training Administration, U.S. Department of Labor*

***Kelly Schulz**, Secretary, Maryland Department of Labor, Licensing and Regulation*

***Doug Wright**, 12 for Life Project Director, Carroll County School System*

**3:15 – 5 p.m.**

**Roundtable discussion: State reports**

*Each state attending the conference will be asked to provide a brief legislative and/or programmatic update as part of this roundtable discussion.*

**5:15 p.m.**

**Walk to restaurant** (One-and-a-half blocks from Hilton Garden Inn)

**5:30 – 7:30 p.m.**

**Dinner: Lobster bake at Dimillio's Restaurant in Harbor (attendees and guests)**

NAGLO will host a Maine lobster and clam bake at this floating restaurant, which is surrounded by water. Every table offers spectacular views of Portland Harbor.

# Tuesday, July 26

**7:30 – 8:30 a.m.**

**Breakfast (attendees and guests)**

Board Room/Foyer

**8:30 a.m.**

**Depart for tour**

**9:00 a.m.**

**Tour: L.L. Bean Company (attendees)**

**10:30 a.m.**

**Free time to explore Freeport, Maine**

**11:30 a.m.**

**Bus departs for Portland**

**Noon**

**Lunch and Presentation:**

**Health and safety effects of "gig" economy on workers (attendees)**

***Dr. John Howard**, Director, National Institute of Occupational Health*



# Tuesday, July 26

1:45 – 2:45 p.m.

**Presentation: Workforce of the future**

*Mitra Toosi, Senior Economist, U.S. Bureau of Labor Statistics*

3 – 4:30 p.m.

**Presentation: Impairment in the workplace**

*Moderator: Mark Butler, Commissioner, Georgia Department of Labor*

*Andrew Freedman, Director of Marijuana Coordination, State of Colorado*

*Peter Lowe, Partner, Brann & Isaacson*

*Fitzgerald Washington, Secretary of Labor and Industry, Alabama Department of Labor*

4:45 p.m.

**Ministry of Labor from the Republic of China (Taiwan)**

*Jason Huang, Labor Senior Officer of Economic Division*

*Taipei Economic and Cultural Representative Office in the United States*

5 p.m.

**Dinner on your own**

6:30 p.m.

**Optional event: Portland Sea Dogs vs. Trenton Thunder baseball game**

Game begins at 7 p.m. at Hadlock Field ballpark. Tickets can be purchased day of event.





# Wednesday, July 27

- 7:30 – 8:30 a.m.**      **Breakfast (attendees and guests)**  
Board Room/Foyer
- 8:30 – 9:15 a.m.**      **Panel: OSHA's recordkeeping rule – Reporting fatalities and severe injuries**  
*Dave Schmidt, Director, Federal OSHA Office of Statistical Analysis*
- 9:30 – 10:30 a.m.**      **NAGLO business meeting**
- 10:30 a.m.**              **Adjournment**
- Noon**                      **Guest room check-out**





# NAGLO Executive Board



## **Ken Peterson – President**

*Commissioner, Minnesota Department of Labor and Industry*

Peterson was appointed commissioner of the Minnesota Department of Labor and Industry by Governor Mark Dayton in December 2010. Previously, he served in the same position from 1988 to 1990. The agency oversees the state's apprenticeship, construction codes and licensing, occupational safety and health, wage and hour standards, workers' compensation and combative sports programs. Peterson has served in variety of other leadership roles at the state and city levels.



## **Ryan McKenna – Vice President**

*Director, Missouri Department of Labor and Industrial Relations*

McKenna was named Director of the Missouri Department of Labor and Industrial Relations in December 2013 by Governor Jay Nixon. The agency is responsible for administering and enforcing the state's laws related to employment, including unemployment compensation, workers' compensation, workplace safety, and discrimination, and determining appropriate bargaining units for public employees. McKenna represented Jefferson County in the Missouri Senate 2006 to 2013 and was a state representative from Jefferson County from 1998 to 2004.



## **Pamela Megathlin – Secretary/Treasurer**

*Director of Bureau of Labor Standards, Maine Department of Labor*

Megathlin served as the bureau's Deputy Director beginning in 2012 prior to accepting her appointment as the Director in January 2013. The agency oversees the enforcement of Maine's labor laws, including laws on minimum wage, youth employment, family medical leave, prevailing wage contracts, drug testing, severance pay, and workplace safety and health for public-sector employers. Megathlin also serves on a number of legislative and industry panels including the Board of Occupational Safety and Health and the Citizen Trade Policy Commission.



# NAGLO Executive Board



## **Thomas Meighen – Eastern Regional Coordinator**

*Commissioner, Maryland Department of Labor*

Thomas Meighen was appointed to the position of Commissioner of Labor and Industry by Maryland Governor, Larry Hogan in May 2015. He brings more than 25 years of human resources, risk and safety management and occupational health experience to the position, including a balanced, common-sense approach to labor management along with experience in developing and managing safety programs in both the public and private sectors.



## **Mark Butler – Southern Regional Coordinator**

*Commissioner, Georgia Department of Labor*

Mark Butler has been the commissioner of the Georgia Department of Labor since January 2011. The agency administers Georgia's unemployment insurance, employment service, provision of workforce information to the public and private sectors, and oversight of child labor issues. Butler served the previous eight years in the Georgia General Assembly, representing House District 18, comprised of Carroll and Haralson counties.



## **Michael Mauro – Midwestern Regional Coordinator**

*Commissioner, Iowa Division of Labor Services*

Mauro was appointed the Iowa Labor Commissioner in May 2011 by Governor Branstad. The agency oversees the OSHA enforcement programs, OSHA consultation services and education, wage and child labor enforcement programs, contractor registration and elevator, boiler, amusement rides and asbestos inspections. Mauro also serves as the Athletic Commissioner in charge of licensing all professional wrestling, boxing and mixed martial arts events in Iowa. He previously served as the Iowa Secretary of State from January 2007 to 2010.



## **Ellen Golombek – Western Regional Coordinator**

*Executive Director, Colorado Department of Labor and Employment*

Golombek was appointed as the Executive Director of the Colorado Department of Labor and Employment by Governor Hickenlooper in January 2011. The agency oversees the Division of Labor, Workers' Compensation, Oil and Public Safety, Unemployment Insurance and Employment and Training Division. Prior to joining the department, she served as the state director for America Votes in Colorado, a nonprofit organization that coordinates voter education.



# Presenters and panelists

## **Sarah Blusiewicz**

Blusiewicz is the senior advisor to the director of the Rhode Island Department of Labor and Training.

## **Chin Chi Chung**

Chin Chi Chung, counselor of the Ministry of Labor of Republic of China (Taiwan), has also been the ministry's chief secretary, director, Division of Workforce Development Agency. Her past experience includes being the Employment Services Center director and Vocational Training Center director for the Bureau of Employment and Vocational Training, Council of Labor Affairs, Executive Yuan.

## **Laura Fortman**

Fortman has been the deputy administrator for the U.S. Department of Labor's Wage and Hour Division since June 2013. Prior to this position, she served as the executive director of the Frances Perkins Center in Newcastle, Maine, an organization dedicated to achieving social justice and the fair treatment of workers. Prior to that position, she was the commissioner of the Maine Department of Labor, overseeing labor issues such as minimum-wage increases, overtime protections, child labor protections and break times for nursing mothers. Fortman also facilitated conversations about migrant workers in annual forums for employers, workers, community organizations, and state and federal agencies.

## **Andrew Freedman**

Freedman was appointed as Colorado's first Director of Marijuana Coordination in 2014. As director, he ensures the efficient and effective regulation of Colorado's retail and medical marijuana while promoting public health, maintaining public safety, and keeping marijuana out of the hands of children. Prior to this, Freedman served as campaign director for the Colorado Commits to Kids initiative. He also worked as Colorado Lt. Gov. Joe Garcia's Chief of Staff and advised the governor and lieutenant governor about education policy.

## **Noel Ginsburg**

Ginsburg founded Intertech Plastics in 1980 during his senior year at the University of Denver.

It is a custom-injection molding business, which manufactures products for the consumer, packaging, industrial and medical device markets. Ginsburg is active in many community organizations and was the founding chair of the Colorado Advanced Manufacturing Alliance, which is focused on building manufacturing and manufacturing jobs in the state of Colorado.

## **Steven L. Greeley**

Greeley is the director of the Workplace and Safety Health Division – SafetyWorks! at the Maine Department of Labor. He has worked in the occupational safety and health field for more than 30 years.

## **Christie Hammond**

Hammond is the deputy commissioner of the Oregon Bureau of Labor and Industries (BOLI) and has been with the agency for almost 40 years. She began her career with BOLI in the Apprenticeship and Training Division. Prior to her current position, she was the administrator of the BOLI Wage and Hour Division for 16 years and also worked as a wage and hour compliance specialist, compliance specialist supervisor and deputy administrator of that division. Hammond is a long-time member and past officer of the International Labor Standards Association.

## **John Howard, M.D.**

Dr. Howard is the director of the National Institute for Occupational Safety and Health (NIOSH) and the administrator of the World Trade Center Health Program in the U.S. Department of Health and Human Services. He was first appointed NIOSH director in 2002. In 2009, Howard worked as a consultant with the U.S.-Afghanistan Health Initiative. In September 2009, he was again appointed NIOSH director and was reappointed in 2015.

Prior to his appointments at NIOSH and the WTC Health Program, Howard served as chief of the Division of Occupational Safety and Health in the state of California's Labor and Workforce Development Agency from 1991 through 2002.



# Presenters and panelists

## **Che Shang (Jason) Huang**

Huang is the senior officer of Taipei Economic and Cultural Representative Office in the United States. Before that, he was a section chief at the Ministry of Labor and worked in the labor law areas of Taiwan's Labor Union Act, Collective Agreement Act, Act for Settlement of Labor-Management Disputes and Unfair Labor Practices.

## **John V. Ladd**

Ladd has been administrator of the Office of Apprenticeship (OA) since January 2008. As OA administrator, he has responsibility for oversight of the National Registered Apprenticeship System, which operates in cooperation with state agencies, businesses, industry, employers, employer associations, labor and management organizations, and educational institutions. Prior to his appointment as administrator, Ladd served as the deputy administrator for the Office of National Response and the director of Regional Management in the Office of Field Operations and other leadership positions for major Employment and Training Administration initiatives.

## **Peter D. Lowe**

Lowe is a partner with the Lewiston, Maine, law firm of Brann & Isaacson. He serves as lead labor counsel for some of the premier employers in Maine, including L.L. Bean, Inc. He is a frequent presenter about employment law and has spoken on numerous occasions to Maine and national audiences about the legal issues presented by the use of medical marijuana by employees.

## **Courtney Malveaux**

Malveaux is director of Thompson McMullan, which provides legal advice and represents employers and associations in government affairs, occupational safety and health citations, employment matters and business litigation. Malveaux was a former Virginia labor commissioner through October 2013 and a past president of NAGLO.

## **Jaclyn Mandrake**

Mandrake joined the Town of Scarborough, Maine, in 2012. As the human resources director, she serves as the chief personnel officer and participates in Town safety committees and initiatives. Prior to joining the Town, Jaclyn worked in human resources and management positions at the Local Government Center in Concord, N.H., Pace University, and Columbia University.

## **Jim Roche**

Roche is the president of the Business & Industry Association of New Hampshire, which is a statewide chamber of commerce and leading business advocacy group. He has worked and served in a variety of positions in the areas of marketing communications, economic development, and public affairs.

## **David Schmidt**

David Schmidt is the director of the OSHA Office of Statistical Analysis. The office is responsible for interpreting the agency's injury and illness recordkeeping regulation, generating its inspection targeting lists and meeting its statistical needs. Prior to joining OSHA, Schmidt worked on the Survey of Occupational Injuries and Illnesses for the U.S. Bureau of Labor Statistics.

## **Kelly M. Schulz**

Schulz has been secretary of the Maryland Department of Labor, Licensing and Regulation since February 2015. DLLR has several divisions, including Unemployment Insurance, Occupational and Professional Licensing, Financial Regulation, Labor and Industry, Workforce Development and Adult Learning, the Maryland Racing Commission and the Governor's Workforce Investment Board. Schulz is a former member of the Maryland House of Delegates representing Frederick County. She served on the Economic Matters Committee from 2011 to 2015 and took special interest in legislation relating to banks and other financial institutions, business, occupations and professions, economic development, labor and employment, unemployment insurance and workers' compensation.



# Presenters and panelists

## **Mitra Toossi**

Mitra Toossi is a senior economist in the Office of Occupational Statistics and Employment Projections at the U.S. Bureau of Labor Statistics (BLS). This office conducts the BLS medium-term projections of the labor force, industry and occupational employment, which are updated and released every two years. Since 2000, she has been the primary analyst responsible for developing medium- and long-term projections of the labor force and publishing them in the Monthly Labor Review.

## **Michael Thurlow**

Thurlow is the fire chief and life-long resident of the Town of Scarborough, Maine, a coastal community just southwest of Portland. He is a 40-year veteran of the department, serving as a career fire chief for the past 15 years. Thurlow leads a full-service combination department of nearly 200 firefighters who protect a population of 20,000 residents in a community that covers 54 square miles from six neighborhood fire stations.

## **Fitzgerald Washington**

Washington is the secretary of labor at the Alabama Department of Labor. Prior to this appointment, he worked as a general sales manager and a corporate marketing and sales director, handling multicultural marketing initiatives. Washington's experience also includes work in human resource management, marketing strategies, operations management, and strategic development.

## **Douglas Wright**

Wright is the 12 for Life Project director for the Carroll County, Georgia, school system. The project is a partnership between the school system and Southwire Company that was created in 2007 to address a low graduation rate. At the time the program started, the overall graduation rate for the school system was 65 percent and the rate for the economically disadvantaged subgroup was 55 percent. By 2015, the overall graduation rate had risen to 82 percent and the economically disadvantaged subgroup rate had risen to 84 percent.



