

A scenic view of the Minneapolis skyline across a body of water, with a large stone bridge on the right. The skyline includes several prominent skyscrapers, and the bridge features multiple large stone arches. The water in the foreground reflects the buildings and the bridge.

NAGLO

2015 CONFERENCE

JULY 26 - 29, 2015

MINNEAPOLIS

NATIONAL ASSOCIATION OF GOVERNMENT LABOR OFFICIALS

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NAGLO★ Conference Agenda

| Sunday, July 26 | Monday, July 27 | Tuesday, July 28 | Wednesday, July 29 |
|--|---|--|---|
| <p>4 – 5:30 p.m. Welcome and check-in The Marquette Hotel lobby</p> <p>4:30 – 5:30 p.m. Executive Board meeting Mississippi North Room, 3rd floor Marquette Hotel</p> <p>5:30 – 7:30 p.m. Welcome reception Sponsored by VPPPA 50th floor IDS Tower Windows on Minnesota Planet A</p> | <p>7:30 – 8:45 a.m. Breakfast Windows on Minnesota</p> <p>9 – 9:30 a.m. Welcome and introductions</p> <p>9:30 – 9:45 a.m. Opening remarks</p> <p>9:45 – 10:45 a.m. Presentation and discussion: US DOL Wage and Hour Division</p> <p>10:45 a.m. – Noon Workshop: Detecting wage underpayments</p> <p>Noon – 1 p.m. Lunch</p> <p>1:15 – 2:15 p.m. Panel: Wage theft initiatives around U.S.</p> <p>2:30 p.m. Shuttle departs for tour</p> <p>3 – 5 p.m. Tour: Mill City Museum</p> <p>6 – 7:30 p.m. Dinner at Vic's Restaurant</p> | <p>7 – 7:45 a.m. Breakfast Windows on Minnesota</p> <p>8 – 9:15 a.m. Panel: OSHA Partnerships for State Programs</p> <p>9:30 a.m. Shuttle departs for tour</p> <p>10 – 11:30 a.m. Tour: Vikings Stadium Construction site and New Stadium Preview Center</p> <p>11:30 a.m. Shuttle returns to hotel</p> <p>Noon – 1:15 p.m. Lunch and Presentation: Labor-Mgmt. Cooperation</p> <p>1:30 – 2 p.m. Presentation: Council of Labor Affairs from the Republic of China (Taiwan)</p> <p>2 – 3:15 p.m. Panel: Industry Leaders Panel</p> <p>3:15 p.m. Break</p> <p>3:30 – 5 p.m. Roundtable discussion: State reports</p> <p>6:30 p.m. Optional event: Baseball game at Target Field (Dinner on your own)</p> | <p>7 – 8:15 a.m. Breakfast Windows on Minnesota</p> <p>8:30 – 9:30 a.m. Panel: Employer investment in apprenticeship and dual-training</p> <p>9:30 – 10:30 a.m. Roundtable: Talent Pipeline Initiatives</p> <p>10:30 – 11:30 a.m. NAGLO business meeting</p> <p>11:30 a.m. Adjourn</p> <p>Noon Guest room check-out</p> |

Sunday, July 26

- 4 – 5:30 p.m.** **Welcome and check-in**
Marquette Hotel Lobby
- 4:30 – 5:30 p.m.** **Executive Board meeting (Executive Board members only)**
Meeting in Mississippi North Room (Third floor of The Marquette Hotel)
- 5:30 – 7:30 p.m.** **Welcome reception sponsored by VPPPA (attendees and guests)**
Windows on Minnesota, Planet A
IDS Tower, 50th floor

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



Monday, July 27

- 7:30 – 8:45 a.m.** **Breakfast (attendees and guests)**
Windows on Minnesota, Universe Room
- 9 – 9:30 a.m.** **Welcome and introductions**
Larry Roberts, Secretary of the Kentucky Labor Cabinet and NAGLO President
- 9:30 – 9:45 a.m.** **Opening remarks**
Mayor Betsy Hodges, City of Minneapolis
- 9:45 – 10:45 a.m.** **Presentation and discussion: US DOL Wage and Hour Division Program**
Laura Fortman, Deputy Administrator, Wage and Hour Division, US DOL
- 10:45 a.m. – Noon** **Workshop: Best practices in detecting wage underpayments**
*Allen Smith, Director of Special Projects and Initiatives,
International Union of Operating Engineers*
- Noon – 1 p.m.** **Lunch (attendees)**
- 1:15 – 2:15 p.m.** **Panel: Wage theft initiatives around the country**
Labor officials from several states will discuss initiatives and approaches to address the growing problem of wage theft.
- Moderator: Secretary Larry Roberts*
Ray Davenport, Commissioner, Virginia Department of Labor and Industry
Christie Hammond, Deputy Commissioner, Oregon Bureau of Labor and Industries
Michael Mauro, Commissioner, Iowa Division of Labor Services

Monday, July 27

2:30 p.m.

Meet in hotel lobby

2:45 p.m.

Shuttle departs for Mill City Museum tour (attendees and guests)

3 – 5 p.m.

Tour: Mill City Museum

Built into the ruins of what was once the world's largest flour mill, visitors learn about the intertwined histories of the flour industry, the Mississippi River and Minneapolis.



5 – 6 p.m.

Walk or take bus to restaurant (1 mile from Mill City Museum)

6 – 7:30 p.m.

Dinner: Vic's Restaurant (attendees and guests)

201 Main St SE, Minneapolis

Vic's showcases the sparkling skyline of Downtown Minneapolis along cobblestone Historic Main Street with floor-to-ceiling windows, open-air deck, historic wooden rafters and sleek Italian plaster curved bar. It is at the entrance of Waterpower Park at St. Anthony Falls on the Mississippi River.



Shuttle departs Vic's Restaurant back to Marquette Hotel after dinner.

Tuesday, July 28

7 – 7:45 a.m.

Breakfast (attendees and guests)

Windows on Minnesota, Universe Room

8 – 9:15 a.m.

Panel: OSHA partnerships for state programs

Representatives from Federal OSHA, employers and the VPPPA will discuss the benefits of OSHA partnerships.

Moderator: Ken Peterson, Commissioner, Minnesota Department of Labor and Industry

Pam Dickens, Safety Leader, Kimberly-Clark

Douglas Kalinowski, Director, OSHA Cooperative and State Programs, US DOL

Courtney Malveaux, Government Affairs Counsel, VPPPA

***Jay Rodstein, Health Safety Environment and Facilities Manager,
Honeywell International Inc.***

9:30 a.m.

Shuttle departs for Vikings stadium tour from hotel lobby (attendees)

Tuesday, July 28

- 10 – 11:30 a.m.** **Tour: Vikings stadium construction site and stadium preview center (attendees)**
Attendees will be provided personal protective gear for tour (hardhat, reflective vest, safety glasses and gloves) and must have closed-toe shoes. Dress shoes with lower heel or hiking shoes are acceptable. After construction tour, the group will visit nearby New Stadium Preview Center to learn more about the project.

Michelle Kelm-Helgen, Chair, Minnesota Sports Facilities Authority
Chris Tschida, Safety Director, Mortenson Construction
- 11:30 a.m.** **Shuttle returns to Marquette Hotel**
- Noon – 1:15 p.m.** **Lunch and presentation: Achieving superior business results through labor-management cooperation (attendees)**
Marty Mulloy, retired Ford Vice President of Labor Affairs
- 1:30 – 2 p.m.** **Presentation: Council of Labor Affairs from the Republic of China (Taiwan)**
Chin-Jung Wang, Senior Executive Officer, Department of Labor Standards and Equal Employment Ministry of Labor, Republic of China (Taiwan)
- 2 – 3:15 p.m.** **Panel: Industry leaders panel**
Representatives from multinational corporations based in Minnesota will discuss workforce development and training, workplace regulations and how government and business can work together.

Moderator, Commissioner Ken Peterson
Thad Hellman, Director of State and Local Government Affairs, Target
Amy Keding, Senior Human Resources Director, Human Resources Compliance, Labor Relations and Employment Services, Medtronic
Jeanne Hoppe, Human Resource Generalist, 3M
- 3:15 p.m.** **Break**
- 3:30 – 5 p.m.** **Roundtable discussion: State reports**
Each state attending the conference can share a brief legislative or program area update as part of this roundtable discussion.
- 6:30 p.m.** **Optional event: Minnesota Twins vs. Pirates at Target Field**
For those who purchased tickets in advance to the Twins game, shuttle leaves from hotel lobby at 6:30 p.m. or attendees can walk to Target Field. Shuttle will pick up attendees after game and return to hotel.

Wednesday, July 29

7 – 8:15 a.m.

Breakfast (attendees and guests)
Windows on Minnesota

8:30 – 9:30 a.m.

Panel: Employer investment in apprenticeship and dual-training

A panel of employer experts will discuss how Minnesota is creating best practices in employee engagement and talent management using dual-training and registered apprenticeship.

*Moderator: Jessica Looman, Deputy Commissioner,
Minnesota Department of Labor and Industry*

*Laura Beeth, System Director Talent Acquisition, Human Resources,
Fairview Health Systems*

*Adam Suomala, Vice President of Membership and Strategic Affiliations,
Leading Age Minnesota*

Bernd Weber, Director of Field Services, Buhler, Inc.

9:30 – 10:30 a.m.

Roundtable discussion: State talent pipeline initiatives

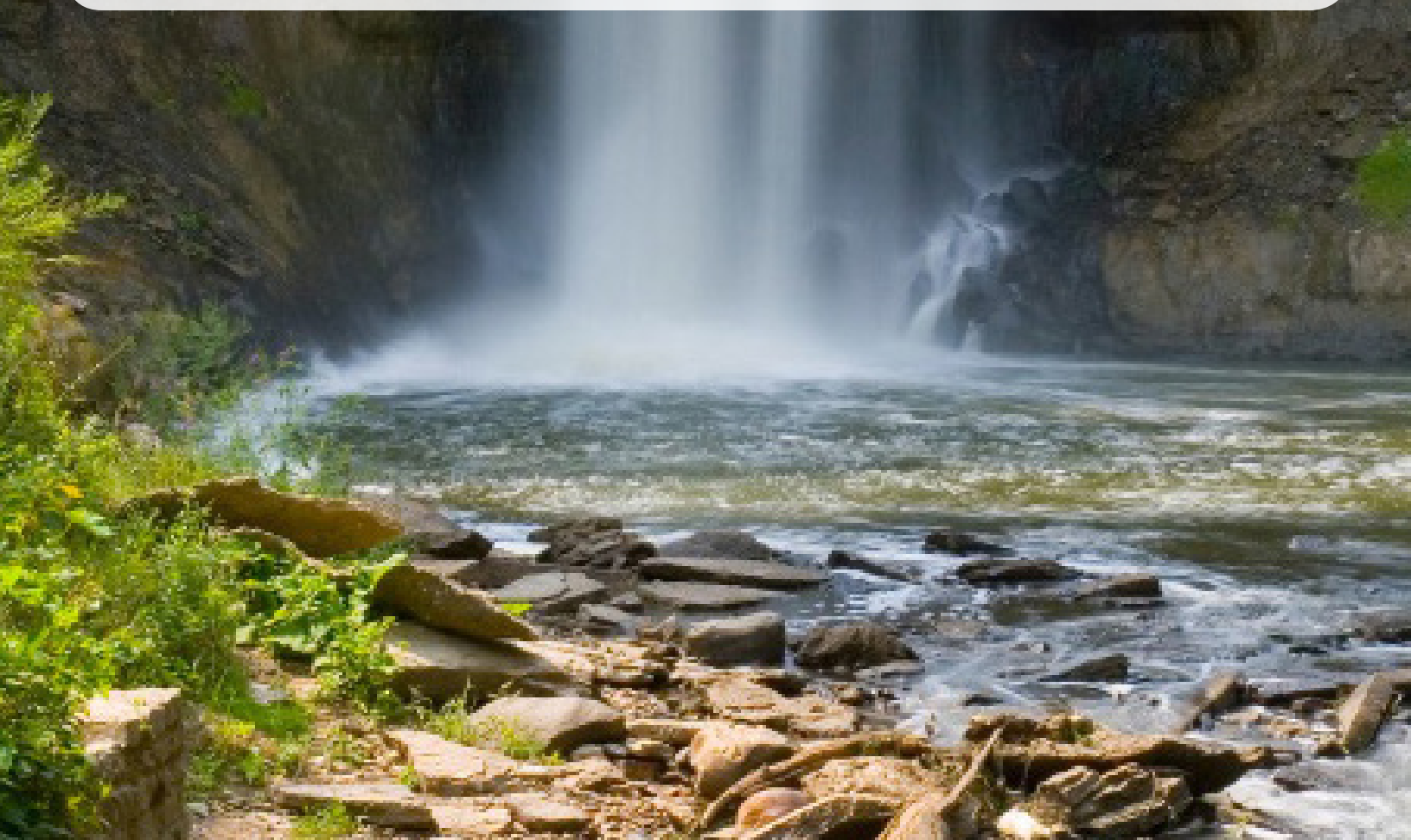
Share innovation, trends and best practices from around the country related to apprenticeship, dual-training, workforce system alignment and other talent pipeline initiatives.

10:30 – 11:30 a.m.

NAGLO business meeting

Noon

Guest room check-out



NAGLO Executive Board



Larry Roberts – President

Secretary, Kentucky Labor Cabinet

Roberts was appointed Secretary of the Kentucky Labor Cabinet by Governor Steve Beshear effective May 16, 2013. The agency is responsible for the enforcement of wage and hour, child labor, prevailing wage and wage payment laws, registered apprenticeship programs, labor-management relations, mediation activities, occupational safety and health enforcement and consultation and the Commonwealth's workers' compensation program. Roberts has served 29 years at the Kentucky Labor Cabinet in a variety of positions and was state director of the Kentucky State Building and Construction Trades Council, AFL-CIO from 2002 to 2013.



Ryan McKenna – 1st 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 has represented Jefferson County in the Missouri Senate since 2006, and also was a state representative from Jefferson County from 1998 to 2004.



Ken Peterson – 2nd Vice 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.



Reggie Newson – Secretary/Treasurer

Secretary, Wisconsin Department of Workforce Development

Newson served as deputy secretary from August 2011 until Governor Scott Walker appointed him Secretary on Oct. 24, 2011. The agency oversees employment and training, administrative services, equal rights, unemployment insurance, workers' compensation and vocational rehabilitation. Prior to his tenure at DWD, Newson served as Executive Assistant at the Wisconsin Department of Transportation.

NAGLO Executive Board



Pamela Megathlin – Eastern Regional Coordinator

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.



Mark Butler – Southern Regional Coordinator

Commissioner, Georgia Department of Labor

Butler became Georgia's ninth Commissioner of Labor on Jan. 10, 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

Laura Beeth

Beeth is the system director of talent acquisition at Fairview Health Services. She has more than 25 years of experience in system leadership positions in talent acquisition, talent management and workforce development at Fairview Health Services. Beeth is the current chairwoman of the Governor's Workforce Development Council and has been a business representative on the council since 2004. She is also the state chairwoman of the Minnesota State Colleges and Universities Healthcare Education-Industry Partnership Council.

C. Ray Davenport

Davenport is the commissioner of the Virginia Department of Labor. He was appointed by Gov. Terry McAuliffe in April 2014. Previously, Davenport served in the same position from 2002 to 2009. He has also served as secretary-treasurer of the Virginia AFL-CIO, as a business manager of the International Union of Operating Engineers and as president of Virginia State Building and Construction Trades.

Pam Dickens

Dickens is a Safety Leader at Kimberly-Clark in Owensboro, Kentucky, for more than 13 years and has worked at the company for 23 years. She has safety and health certifications from Georgia Tech, the National Safety Council and in the areas of fall prevention and protection, scaffolding, excavation, master rigging, and more.

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.

Christie Hammond

Hammond is the deputy commissioner of the Oregon Bureau of Labor and Industries. She has been with the agency for more than 38 years; beginning in the bureau's Apprenticeship and Training Division. Prior to her current position, Hammond was the administrator of the Wage and Hour Division of the Bureau of Labor and Industries for 16 years and worked as a wage and hour compliance specialist, compliance specialist supervisor and deputy administrator of the Wage and Hour Division. Hammond is a long-time member and past officer of the International Labor Standards Association (ILSA) and is currently a member of the National Association of Government Labor Officials (NAGLO).

Thad Hellman

Hellman is the director of state and local government affairs at Target in Minneapolis. He leads a team of government affairs professionals responsible for strategically engaging on public policy issues at state capitols and city governments across the country. Hellman's team manages relationships with hundreds of elected officials, trade associations, internal business partners and industry peers, and also analyzes an extensive range of policy issues with potential impact to the business. He has been employed at Target since 2001 in a variety of roles, the majority of which were related to financial analysis and performance management.

Mayor Betsy Hodges

Hodges is the mayor of Minneapolis. Her priorities are to ensure the city works well for everyone and that all people can contribute to – and benefit from – the growth and prosperity of Minneapolis. Some of Mayor Hodges' initiatives include: the Cradle to K Cabinet; creating a Zero Waste Minneapolis; improving police-community relations; and helping small businesses thrive. Prior to becoming mayor in 2014, Hodges served on the Minneapolis City Council for eight years.

Presenters and panelists

Jeannee Hoppe

Hoppe is a human resources generalist for the 3M Electronics and Energy Business Manufacturing division. She is known for her expertise in building start-up talent (human resources) functions, creating operational excellence and collaborating with global colleagues to help them achieve their objectives. She carries extensive experience in sourcing and vendor management, previously leading the indirect spend organization at Ameriprise financial.

Douglas Kalinowski

Kalinowski was appointed director of the Directorate of Cooperative and State Programs for the U.S. Occupational Safety and Health Administration (OSHA) in March 2012. He oversees OSHA's partners in the 27 states and territories that operate their own OSHA programs, the on-site consultation programs in all of the 50 states, Voluntary Protection Programs, alliances, partnerships, recognition and other compliance assistance programs within OSHA. He previously served as the director of the Michigan Occupational Safety and Health Administration.

Amy Keding

Keding is the senior human resources director for Human Resources Compliance, Labor Relations and Employment Services at Medtronic. She oversees global human resources compliance programs including affirmative action, outreach, pay equity, I9 processes, PERM, human resources policies, data privacy and labor relations. In addition, Keding has responsibility for the employment services, including credentialing, contingent labor, pre-employment background and substance processes, and vendor management. She joined Medtronic in April 2005 and has had several leadership positions across the human resources organization.

Michelle Kelm-Helgen

Kelm-Helgen was appointed chairwoman of the Minnesota Sports Facilities Authority in June 2012. She leads the authority in its role of planning and designing the new stadium. Prior to this, Kelm-Helgen served as deputy chief of staff for legislative affairs for Gov. Mark Dayton from 2010 to 2012. She was chief of staff for the Minnesota State Senate from 2006 to 2010.

Jessica Looman

Looman has served as deputy commissioner for the Department of Labor and Industry since December 2014. She began at DLI in January 2011 as the assistant commissioner for the agency's Construction Codes and Licensing Division and its Apprenticeship and Labor Standards units and continues to directly oversee these areas. Prior to joining DLI, she was general counsel for the Laborers District Council of Minnesota and North Dakota.

Courtney Malveaux

Malveaux is the government affairs counsel for the Voluntary Protection Programs Participants' Association. He advises and represents employers in occupational safety and health citations, employment matters, business litigation and government relations. Malveaux was a former Virginia labor commissioner through October 2013 and the immediate past president of the National Association of Government Labor Officials.

Martin Mulloy

Mulloy served as vice president of labor affairs at Ford Motor Company for nine years before retiring in January 2014. During his role at Ford, he oversaw labor policy and negotiations covering the company's approximately 117,000 hourly employees worldwide. He was responsible for hourly health care management and the company's collective bargaining with unions worldwide and, most recently, was chief spokesperson and led the company's negotiating team during 2007, 2009 and 2011 contract negotiations with the United Auto Workers union.

Jay Rodstein

Rodstein is a health safety environment and facilities manager for Honeywell International in Plymouth, Minnesota. He is a certified hazardous materials manager and has worked in the environmental health and safety field for more than 30 years. These 30 years have a considerable contrast, beginning in the "dirty" business of oil spill cleanups to the "clean" rooms of Honeywell's semiconductor business. The Honeywell worksite in Plymouth, Minnesota, has been Minnesota STAR (MNSTAR) Program certified since 2005.

Presenters and panelists

Allen Smith

Smith has been the director of special projects and initiatives for the International Union of Operating Engineers since 2010. His focus is on prevailing wage fringe benefit fraud by non-union contractors. Prior to his work for the International Union of Operating Engineers, Smith has had positions at Innovative Construction Research, the Building and Construction Trades Department and the Sheet Metal Workers' International Association.

Adam Suomala

Suomala is the vice president of membership and strategic affiliations at LeadingAge Minnesota, a nonprofit organization dedicated to enhancing the experience of aging. It represents more than a thousand employer organizations, including skilled care centers, senior living communities, adult day centers, and other home and community-based service providers. Suomala joined the organization in 2000 and has served in a variety of roles.

Chris Tschida

Tschida is the safety director at Mortenson Construction. During his years at Mortenson, he has worked with the following market sectors: commercial, health care, heavy industrial, high tech, renewable energy, and major sporting venues and arenas. Tschida has worked in the construction health and safety field since 1999.

Chin-Jung Wang

Wang has been the senior executive officer at the Department of Labor Standards and Equal Employment Ministry of Labor in the Republic of China (Taiwan) since January 2015. She has a bachelor of law degree in public administration from the Law and Business College of National Chung Hsin University and a master of social science in labour research from National Cheng Chi University. Wang has worked in a variety of labor positions since 2001.

Bernd W. Weber

Weber is the director of field services for Bühler Inc. at its North American headquarters in Plymouth, Minnesota. Bühler is a technology leader in the supply of flour production plants, pasta and chocolate production lines. Bernd joined Bühler Bindler in Germany in 2005 and was transferred to the United States in 2007. He manages a team of installation and service engineers and customer service coordinators. Bernd also leads the Bühler Apprenticeship Academy and the company's new customer training center.

