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## DALMC News and Events March 2010

### **Community Advisor Breakfast**

Join us on Wednesday, April 7th at Mystique (Harvest View Room) from 8:00-9:00 a.m. for a Community Advisor breakfast. Come for the unveiling of the new DALMC website, an update on Dubuque Works programs and FMCS grant activities. This breakfast is open to all of our members and those that would like to check out our organization.

Breakfast menu: Breakfast Pastries, scrambled eggs, bacon, sausage, hash browns, biscuit & gravy, toast with butter and assorted jellies, coffee, tea, and water

DALMC Community Advisors can attend at no cost.  
(Please see the list posted on our website - [www.dalmc.com](http://www.dalmc.com))  
All other DALMC members can attend for \$15.

Please call 563.582.8804 or email [kellycooper@dalmc.net](mailto:kellycooper@dalmc.net) to register.

### **Women in Nontraditional Careers (WINC)**

A newly formed committee of the Dubuque Area Labor-Management Council is looking for help from women working in nontraditional careers. On May 18, 20, 25 and 27 we will be hosting 8th grade girls at Hempstead High School from 3-5 p.m. to learn more about careers in manufacturing, construction, information technology and engineering. We are currently looking for women to attend one, two, three or all four of the sessions to mentor the girls through the activities that are setup. Activities include: Aerodynamics, Graphic Design, Engineering Stress Analysis, CNC, Plastics, Electrical residential, Plumbing, Welding, Electrical DC, Auto Care, Information Technology, and Carpentry.

If you or someone you know would be interested in helping young girls learn about their career possibilities please contact Megan Starr at 563-582-8804 or email her at [meganstarr@dalmc.net](mailto:meganstarr@dalmc.net).

This program is funded by Dubuque Works.

# DALMC Golf Outing 2010

Thursday, June 24th at Lacoma Golf Course.

Registrations are now being accepted.

Foursome and hole sponsorships - \$470

Foursome only - \$320

Hole sponsorship only - \$150

Call 563-582-8804 to register today. First come, first served basis for the Blue Course for those registering a foursome and hole sponsorship.

If you are interested in donating a prize for the raffle or silent auction please call Chad Buchen at 563.582-8804.

## Upcoming Training Programs!

The Dubuque Area Labor-Management Council, in partnership with Northeast Iowa Community College (NICC), Employers Council of Iowa (ECI), and Iowa Workforce Development (IWD) will have the following training programs in 2010.

### Employee Documentation and Discharge in Iowa and Illinois

Is documentation of employee discipline and discharge a good or a bad thing? It can be both! Find out why and how to document properly.

#### OBJECTIVES:

~Discover what laws you need to consider when disciplining employees and how to properly document discipline.

~Learn the checklist of items to consider in handling terminations - from potential liability for wrongful discharge to protecting your business from former employees raiding your customers and employees.

~"I'm baaaack." What to do with continuing issues with former employees, requests for personnel documents, unemployment claims and lawsuits.

~Learn more about the Legal Implications of Social Networking.

PRESENTERS: Rebecca Boyd Dublinske is a shareholder with Dickinson, Mackaman, Tyler & Hagen, P.C.

She is a member of the firm's Employment and Labor Law

Group. Rebecca practices primarily in employment law. She is a fellow of the prestigious Litigation Counsel of America and belongs to the Defense Research Institute, the Society for Human Resource Management, and the Litigation and Employment Law sections of the Iowa State and American Bar Associations. Rebecca received her B.A. with distinction in 1983 from the University of Iowa, is a member of Phi Beta Kappa, and in 1986 graduated from the University of Iowa College of Law with honors. Ann Holden Kendell is a shareholder in the same firm. Ann practices primarily in employment law, including counseling employers on hiring, discipline, termination, discrimination and harassment issues, payroll and personnel policies as well as employment litigation. Ann is the editor and contributor for "Hiring, Firing and Discipline for Iowa Employers", Association of Business and Industry HR Compliance Library. Ann received her BS degree from Iowa State University in 1995, and her Juris Doctorate from Drake University Law School in 1998 and has been in private practice since 1999. Megan Erickson is an associate with the firm. She is the creator and principal contributor to the Social Networking Law Blog. Megan received her BS from Iowa State University in 2004 and her JD from Drake University Law School in 2007. She has been in private practice since 2007.

WHEN: Thursday, April 29, 2010 from  
8:30 am - 4:00 pm

WHERE: Iowa Works - 680 Main Street -  
Second Floor - Dubuque, IA. Room 231

COST: \$79.00 - includes lunch, parking in Iowa Street ramp,  
and optional 6.5 HRCI credits TO REGISTER: Call NICC at  
(563) 557-8271 ext. 380

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## FMCS Labor-Management Grants Program Accepts Applications for FY 2010

WASHINGTON, DC- The Federal Mediation and Conciliation Service has opened its labor-management grants application period for fiscal year 2010.

Grants are awarded by the Agency to promote best practices in labor-management cooperation as a way of improving collective bargaining and proactively mitigating labor-management disputes. The grant program supports the establishment and operation of joint labor-management committees at the plant level, the company level, on a community or area-wide basis, within a particular industry, and for public sector employees.

Grant applications may be submitted until June 30, 2010. Information about how to apply can be obtained online at the agency's Web site---[www.fmcs.gov](http://www.fmcs.gov). Interested parties are urged to contact the FMCS Grants Office at (202) 606-8181 with any questions regarding the

application process.

## Women's Leadership Network currently seeking nominations for Women of Achievement Awards

The Women's Leadership Network (WLN) of Dubuque is hosting the 3rd Annual Women of Achievement Awards on Tuesday, April 27, 2010, 5:30 p.m. at the Grand River Center.

The Women of Achievement Awards ceremony is designed to recognize and honor women who have already, or aspire to, provide significant contributions in their professional, personal and volunteer roles in the community as evidenced by contributions to addressing significant issues, being a positive influence in the community, applying creativity or innovation in solving problems, overcoming challenges, mentoring colleagues or other, and sustaining a record of accomplishments in and contributions to her field.

**Nominations are now being accepted in the following categories:**  
**Achievements in Her Field**  
**Growth and Accomplishments in Personal Life**  
**Service and Support of Community**  
**Organizational Impact**  
**Unsung Champion**  
**The Wuppy (A young woman demonstrating leadership ability)**

Please go to:

<http://www.dubuquewln.org/achievement.html>  
and nominate someone from your organization!!

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