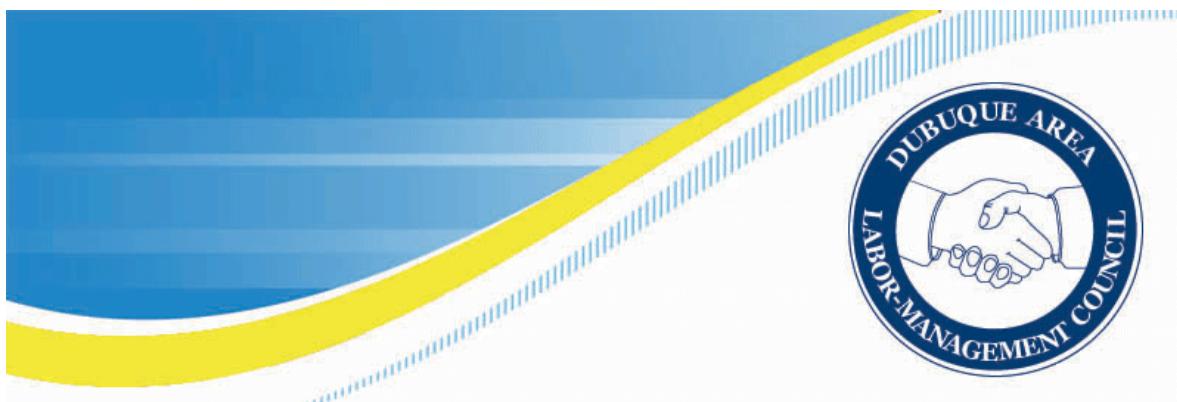


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DALMC News and Events
MAY 19, 2010

THANK YOU DUBUQUE RACING ASSOCIATION!

The Dubuque Area Labor-Management Council was awarded a grant from the DRA in the amount of \$4,889.78.

Our project is to create and publish an activity book geared towards first and second graders featuring women in non-traditional careers. The books will be distributed to students, free of charge after being read by an actual woman working in a non-traditional career. Our goal is to create a paradigm shift in the way girls are introduced and exposed to non-traditional career paths. By showcasing actual women working in the Dubuque area we hope to demonstrate that it is not only acceptable but also exciting, challenging and rewarding to take on non-traditional roles in the workplace. We plan to work closely with the Dubuque Community Schools, local Girl Scout troops and 4-H clubs to implement this programming.

Women in Nontraditional Careers (WINC)

On Tuesday, May 18 we held our first of four day after school program. We are 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. Activities include: Aerodynamics, Graphic Design, Engineering Stress Analysis, CNC, Plastics, Electrical residential, Welding, Electrical DC, Auto Care, Information Technology, and Carpentry.



If you would like more information about this program please contact Megan Starr at 563-582-8804 or email her at meganstarr@dalmc.net.
This program is funded by Dubuque Works.

DALMC Golf Outing 2010

Thursday, June 24th at Lacoma Golf Course.

Foursome and hole sponsorships - \$470

Foursome only - \$320

Hole sponsorship only - \$150

Dinner only - \$25

Call 563-582-8804 to register today or go to our new website (www.dalmc.com) to register. First come, first served basis for the Blue Course for those registering a foursome and hole sponsorship. Only room for 7 more foursomes left on the blue course.

Upcoming Training Programs!

STEWARDS SUPERVISOR TRAINING

May 25-26

This 8-hour course for union and management personnel is for those people who are engaged in worker relations on a daily basis.

Why send your Stewards and Supervisors?

- Empower them to solve and manage conflict in constructive ways
- Open the lines of communication
- Learn new techniques to resolve grievances before they escalate to costly arbitration
- Develop the leadership skills in management and union representatives

This course will save senior management, human resource personnel, and union representatives time and money.

Instructors: FMCS Commissioner, Rosemary Hayes & FMCS Commissioner, Jim Schepker

Times: Tuesday, 12-4 & Wednesday, 8-12

Place: NICC Town Clock Center, Room 200 (680 Main Street, Dubuque, Iowa)

Cost for the 8-hour course is \$65 per person for member organizations and \$95 per person for non-member organizations.

Preference will be given to union and employer representatives from the same workplace who register and go through the workshop together.

Registration is limited to 25 persons. Sign-up deadline is Friday, May 21, 2010. For more information or to register, call the Labor-Management Council at 563-582-8804 or send the list of attendees to info@dalmc.net.

Unemployment Question? Ask the Judge

Have you, as an employer, had questions regarding unemployment and the appeal process? Attend this informational workshop and have your questions answered.

Northeast Iowa Employers Council of Iowa (ECI), in partnership with Northeast Iowa Community College (NICC), IowaWORKS, and Dubuque Area Labor Management Council (DALMC) are sponsoring an employer workshop titled "Unemployment Question? Ask the Judge!" The speaker will be Chief Administrative Law Judge, Dan Anderson from Iowa Workforce Development. The workshop is being offered at three different times and locations:

Thursday, June 17, 2010 from 8:30 am to 11:30 am at NICC Town Clock Center, 680 Main Street, Dubuque, Iowa, Second Floor, Room 231/232

Thursday, June 17, 2010 from 2:00 pm to 4:30 pm at F & M Bank, 101 East Main Street, Manchester, IA

Friday, June 18, 2010 from 9:00 am to noon at NICC Calmar Campus, Wilder Center, Room 105

The objectives of the workshop include:

- 1) Attendee will be able to define misconduct, discharges and quits
- 2) Attendee will gain an understanding of the following in relationship to UI appeal hearings: drug testing as it relates to unemployment, documentation of disciplinary actions, separation issues such as discharges for attendance, insubordination, fighting, quitting without good cause, refusals of work or recall, suitable offers of work, health-related issues, procedural issues and special challenges and timeliness of appeal procedure.

Dan Anderson has been an administrative law judge (ALJ) with Iowa Workforce Development since June of 1984, becoming chief ALJ in 1996. Prior to that, he was engaged in private practice law. He has prepared training

materials and participated in training seminars sponsored by the United States Department of Labor, the Iowa Association of Administrative Law Judges, the Iowa State Bar Association and the Polk County Bar Association. He has issued over 22,500 decisions during his career as an administrative law judge.

The cost of the workshop is \$19.00. HRCI credits have been applied for and will be included in the registration fee. To register for the Dubuque and Manchester locations, call NICC at (563) 557-8271 ext. 380 and for the Calmar location, call (563) 562-3262 or 1-800-728-2256 ext. 399.

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