

36th Annual Tennessee Labor-Management Conference



“Technology in the Tennessee Workforce”

October 6-8, 2025

**Embassy Suites
Murfreesboro, Tennessee**

Monday, October 6, 2025	
7:30 a.m. to 4:00 p.m.	<p>Registration Golf and Bowling Registration are Available (Registration Desk) (Name Badges should be worn at all events.)</p>
8:00 a.m. to 8:30 a.m.	<p>Breakfast Buffet (Oakleigh ABC)</p>
8:30 a.m. to 10:15 a.m.	<p>Annual Tennessee Labor-Management Prayer Breakfast (Oakleigh ABC)</p> <p>Welcoming Remarks Jason Andrews, President Tennessee Labor-Management Foundation</p> <p>Invocation David Rhea Business Manager Operating Engineers Local 917</p> <p>Posting of the Colors Murfreesboro Fire Fighters Honor Guard</p> <p>National Anthem Sara Rymer Business Manager, Painters Local 437</p> <p>Prayer Breakfast Speaker Introduction by: Jason Andrews Walt Ingram Union Sportsman Alliance</p>
10:15 a.m. to 10:30 a.m.	Break / Networking
10:30 a.m. to 11:30 a.m.	Door Prizes (Must be present to win.)
	<p>Artificial Intelligence in the Workplace Introduction by: Kim LaFevor (Oakleigh ABC)</p> <p>Dan Janowski Oak Ridge National Laboratory</p>
11:30 a.m. to 1:00 p.m.	Lunch On Your Own
1:00 p.m. to 2:00 p.m.	Door Prizes (Must be present to win.)
	<p>Civility & Teamwork in the Workplace Introduction by: Kim LaFevor (Oakleigh ABC)</p> <p>Eric Benson The Eric Benson Team</p>

Monday, October 6, 2025 (CONT.)	
2:00 p.m. to 3:00 p.m.	<p>Technology in the Workforce Introduction by: A. J. Starling (Oakleigh ABC)</p> <p>Antonio Adams Chief Operating Officer City of Memphis</p>
3:00 p.m. to 3:15 p.m.	Break / Networking
3:15 p.m. to 5:00 p.m.	Door Prizes (Must be present to win.)
	<p>Keynote Speaker Introduction by: Tony McBee (Oakleigh ABC)</p> <p>Challenges New Tech is Presenting to the World of Work, Workers, and Management Joe Estey, Sr., Senior Performance Improvement Specialist Lucas Engineering and Management Services</p>
5:00 p.m. to 5:15 p.m.	<p>Conference Updates (Oakleigh ABC)</p> <p>Jason Andrews, President Tennessee Labor-Management Foundation</p>
5:15 p.m. to 7:00 p.m.	Break / Networking
7:00 p.m. to 9:00 p.m.	<p>Tennessee Labor-Management Conference Scholarship Banquet (Oakleigh ABC)</p> <p>Welcoming Remarks Jason Andrews Tennessee Labor-Management Foundation President</p> <p>Blessing of the Meal Victor Graves Insulators Local 52, ORNL Health & Safety Representative</p> <p>2025 Senior Sponsorship / Participant Recognition Presenter: Jason Andrews</p> <p>2025 Horizon Award Presenter: Bill Robbins</p> <p>2025 Scholarship Award Presenter: Tony McBee</p>

Tuesday, October 7, 2025

8:30 a.m. to 9:30 a.m.	Door Prizes (Must be present to win.)
	Cyber Security Introduction by: Katie Waldrop (Oakleigh ABC) Matthew Lindsey, Lead Defensive Cyber Operations Group
9:30 a.m. to 10:15 a.m.	Reflections Introduction by: Jason Andrews (Oakleigh ABC) Tommy Ensminger, Vice President Labor Relations Day & Zimmerman NPS
10:15 a.m. to 10:30 a.m.	Break / Networking
10:30 a.m. to 11:00 a.m.	Door Prizes (Must be present to win.)
	Construction Update Introduction by: Christian O'Keefe (Oakleigh ABC) Kevin Adkisson, Director of Field Services North Americas Building Trades Unions
11:00 a.m. to 12:00 p.m.	Lunch On Your Own
12:00 p.m.	Golf / Bowling / Networking (Old Fort Golf Course / Main Event)
Dinner On Your Own, Enjoy Murfreesboro!	

Wednesday, October 8, 2025

8:15 a.m. to 8:45 a.m.	Door Prizes (Must be present to win.)
	Nashville MC3 Apprenticeship Readiness Program Introduction by: Billy Dycus (Oakleigh ABC) Sam Petschulat, MC3 Coordinator Nashville Central Labor Council
8:45 a.m. to 10:15 a.m.	Arbitration Topics Discussion Introduction by: Bill Robbins (Oakleigh ABC) Violence in the Workplace Mark C. Travis Bradley A. Areheart

Wednesday, October 8, 2025 (CONT.)

10:15 a.m. to 11:00 a.m.

Passing of the Gavel Conference Wrap-up

(Oakleigh ABC)

Jason Andrews

Tennessee Labor-Management Foundation President

and

Kim LaFevor

Tennessee Labor-Management Foundation President-Elect

Golf, Bowling, & Door Prizes

50/50 Raffle Drawing

Have A SAFE TRIP HOME!!



Keep updated on events by finding us on-line and on Facebook:

On-line: <http://www.tlmf.us>

Facebook: <http://www.facebook.com/tnlmf>

2025 Speaker Bios



Antonio Adams
Chief Operating Officer
City of Memphis

Antonio Adams was appointed Chief Operating Officer on August 6, 2024. Mr. Adams previously served as Interim Chief Operating Officer from January 2024 through August 2024. Mr. Adams has served in multiple roles during his 19-year tenure at the City, including Equal Employment Opportunity/Labor Relations and ADA Compliance Coordinator, Deputy Director of General Services, General Services Director, Interim Total Rewards Officer, and Deputy Chief Operating Officer. Mr. Adams also previously led the Memphis-Shelby County

Joint COVID Taskforce Emergency Response Team (ESF-7) and led the installation of Continuous Improvement and Lean Process methodology for cross-functional teams.

Mr. Adams holds a Bachelor of Science degree from East Tennessee State University, a Master of Science degree in Sociology from Middle Tennessee State University and a Juris Doctorate degree from Thomas Cooley Law School..



Joe Estey
Senior Performance Improvement Specialist
Lucas Engineering and Management Services

Joe Estey has over 40 years' experience training and consulting first line workers, foremen, supervisors, department managers and executives in Human Performance Improvement and effective leadership and management principles and practices. He works routinely with forest management and paper production, nuclear materials and chemical manufacturing, food processing, power generation and transmission, engineering, and construction companies and public agencies. Joe has been awarded three National Public Service Outreach Awards from the White House Leadership Executive Council from two Presidential administrations. His book, the Tomorrow Tapestry: Life Woven on the Fabric of Change (2003) was one of Publish America's Best Selling

business books in 2008. Joe has been honored to work with like-minded professionals from a variety of industries and interests while serving on the Board of Directors for the Community of Human and Organizational Learning the past five years.



Dr. Kim LaFevor, TLMF President Elect
Full Professor of Business and Human Resources Management
Athens State University
Athens, Alabama

Dr. Kim LaFevor has spent 41 years between dual career paths in the automotive industry and higher education. Although she entered the workforce at the age of 15 while attending high school, as a daughter of a UAW union organizer and district committeeman, she followed in her father's footsteps beginning her adult working career with General Motors at the age of 21. This career was launched as a Operations Technician and UAW member at Saginaw Steering Gear in Athens, Alabama as a CNC operator machining axle housings. Early in this career and after a transfer to the Saturn-GM Manufacturing complex under construction in the late 1980s and her completion of both bachelors and masters degrees in human resources, she was mutually encouraged by UAW leadership and GM Management to move into a management position in labor relations.

Her automotive career spanned over 21 years and included progressively responsible positions in labor relations, including multiple roles for Saturn GM Manufacturing to include Organizational Development Consultant, People Systems Training Leader, Leadership Development Advisor, Labor Relations Manager, and the last 7 years of her GM career as Plant Personnel Director Sales, Services & Marketing for Saturn Service Parts Operations in Spring Hill, Tennessee. As a first-generation college graduate, she decided to leave General Motors and retire in 2005 from a thriving career in the automotive industry. She describes this move to this second career in higher education as a step to "pay it forward" by serving a central role in preparing pipelines of human resource leaders who would best understand the value proposition of effective labor-management relations for collaborative cultures and sustainable organizations.

As of this year in 2025, Dr. LaFevor is in her 34th year in higher education. This career began on a part-time basis concurrently while working for General Motors and then transitioned to full-time the last 20 years following her GM retirement. She has taught at associate, bachelors, masters and doctoral levels, specializing in the areas of advanced human resource practices, labor relations and employment law, business strategy, leadership, and diversity and inclusion. She presently serves as a Full Professor of Business and Human Resources Management at Athens State University in Athens, Alabama and also has been a regular and special lecturer for universities and HR programs across the United States, including work she has done for Tennessee-based universities and the Tennessee Board of Regents.

Prior to her present faculty role at Athens State University, she also served in several capacities in higher education to include roles as Global Envoy for International University Initiatives, Interim Vice President of Global, Corporate, and Community Relations, Special Envoy to India, Senior Executive to the President for Strategy & Innovation, Interim Vice-President of Academic Affairs, Dean for the College of Business, as well as Department Chair, HRM & Management of Technology. She has also concurrently served as a business consultant to Fortune 500 and mid-size to small businesses, both profit and non-profit, alike helping to reshape workplaces and talent pipelines. She is an ACBSP Site Accreditation Chair and Accreditation Mentor to newly accredit or lead to university business school reaccreditation at colleges and universities both in the United States and all over the world. Collectively, this aforementioned work allowed her to guide efforts towards innovation and reimagining the academe for positive change for the benefit of students and employers alike.

LaFevor is a widely recognized thought leader in HR and has authored HR articles in both peer reviewed journals and practitioner-based publications, including those published in the International Journal of Business Excellence, Strategic Management Quarterly, International Journal for Enterprise Information Systems, Technology Interface Journal, HR Professionals Magazine, as well as several other local publications, such as HR Alabama Magazine and AL.Com. She has also served as a reviewer for human

resource, labor relations, and employment law textbook publishers and professional publications for over two decades.

A native of Detroit, Michigan, LaFevor has a Bachelor of Science Degree with dual majors in Psychology and Industrial and Personnel Psychology, a Master's of Science Degree in Human Resources Management, and a Doctorate of Business Administration with dual majors in Management and Education. She holds certification as a GM Internal Development Consultant through the UAW-GM Human Resource Center and holds professional HR certifications through the Human Resource Certification Institute (HRCI) as a Senior Professional in Human Resources (SPHR), a Certified Human Capital Management Qualified Advisor (HCMQA) and Senior Certified HR Professional (SHRM-SCP) with the Society for Human Resource Management (SHRM), and a Public Sector Human Resources Professional Senior Certified Human Resource Professional (PSHRA-SCP) through the Public Sector Human Resources Association (PSHRA), along with other industry certification and credentials.

LaFevor has been heavily engaged in professional organizations and civic roles to include President for the Tennessee Employee Relations Research Association (TERRA) for two different terms, State Director-College Relations for the Alabama Society for Human Resource Management (AL-SHRM), Board Member & Legislative Officer-Shoals Society for Human Resource Management (Shoals SHRM), Foundation Chair for the Tennessee Valley Chapter of SHRM, Advisory Council for Cyber Huntsville, President for the Alabama Association for Higher Education in Business (AAHEB), Labor Employment Relations Association (LERA) University Dean Council of Industrial Relations and Human Resource Programs (UCIRHRP), Board Member with the Alabama Labor Employment Relations Association (AL-LERA), Accreditation Council for Business School Programs (ACBSP) National Legislative Affairs, National SHRM Advocacy Team, and several roles with the Tennessee Labor Management Foundation over the past decade to include Advisory Council, Board Member and now President-Elect.

Arbitrator Bios



Mark C. Travis
Travis ADR Services, LLC

Mark Travis practiced labor and employment law for 25 years before becoming a full-time neutral in 2009, and thereafter served as Director of the Tennessee Labor-Management Center. Mr. Travis is a member of the National Academy of Arbitrators and serves on the neutral panels of the Federal Mediation and Conciliation Service, the American Arbitration Association, and as an administrative law judge for the U.S. Equal Employment Opportunity Commission.



Bradley A. Areheart
Professor of Law
University of Tennessee

Brad Areheart is a Professor of Law at the University of Tennessee, where he teaches contracts and all of the labor and employment courses at the law school. He is also an experienced labor and employment arbitrator. Prior to his time as a law professor, he worked in commercial litigation for half a decade at the law firms of DLA Piper and Jenner & Block. Professor Areheart has written extensively on labor and employment law, especially in the areas of gender, sex, race, ethnicity, religion, age, disability, genetics, and pregnancy.