

## **Speaker Bios – 2018 Biloxi Labor-Management Conference**

### **Fred Redmond**

Fred Redmond has been the USW International Vice President (Human Affairs) since 2006.

Mr. Redmond joined the Steelworkers union when he went to work at Reynolds Metals Co. in McCook, IL in 1973. He worked his way up through the ranks of his local from a shop steward, a grievance committee member and chairman and local union vice-president. He served three terms as president of USWA Local 3911. Before his 2005 election to his current position, Mr. Redmond represented USW members in Illinois and Indiana as a staff person and then as an Assistant to the Director.

He serves as Chairman of the USW Container Industry Conference and coordinates bargaining for the USW Healthcare, Pharmaceuticals, Public Employees and Shipbuilding sectors. Mr. Redmond also serves as Chairman of USW's Civil and Human Rights Department and is joint chairman of USW's Next General Program.

In 2007, he was elected to the board of directors for Working America, he serves as Regional Representative for the Mid-west region of the Coalition of Black Trade Unionists (CBTU), he was appointed to the AFL-CIO Executive Council in 2008. Fred is a board member of the Workers Defense League, and the National Endowment for Democracy.

He also serves as chairman of the board of directors of the A. Philip Randolph Institute (APRI).

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### **Dr. Mary Graham**

Dr. Mary S. Graham, was named the president of Mississippi Gulf Coast Community College in 2011. The one hundred four year-old, multi-campus institution serves nearly 30,000 residents annually in its four-county district with a \$132 million operating budget and more than 1,000 full- and part-time employees.

A native of Mississippi, Dr. Graham earned her Ph.D. in Higher Education Administration from the University of Southern Mississippi (USM); her Master's and Bachelor's Degrees are from USM as well. As an MGCCC graduate and alumna, she embraces the philosophy of the community college and the rich tradition of excellence in education.

Since beginning her career in 1987 on the Jackson County Campus of MGCCC, she has held several administrative positions within the college including Director of Admissions/Registrar, Director of Institutional Relations and Vice President of Community Campus. Dr. Graham also served as the Vice President of the Perkinston Campus for 13 years prior to being named President of the second largest community college in Mississippi.

During Graham's tenure as president of MGCCC, the college has been recognized as a Great College to Work For and Aspen Institute ranked the college as one of the top 10 community colleges in the United States. Additionally, college has been named as a Top 100 Associate Degree Producer by Community College Week, a STEM Jobs Approved School, a Military Friendly School, a Fit Friendly Workplace, and has been one of 150 community colleges nationwide invited to apply for the prestigious Aspen Prize each year since the inception of the prize.

Graham currently serves as chair of the American Association of Community Colleges' board of directors (AACC). She also serves on the following: president of COMBASE (an organization of college presidents committed to community engagement); board of directors for the Gulf Coast Business Council; member of the Mississippi State Workforce Investment Board (SWIB); board of directors for the National Diabetes and Obesity Research Institute (NDORI); Phi Theta Kappa Presidential Advisory Board; and board of directors for the Gulf Coast Community Foundation. Graham has been recognized as: Top 10 of the Mississippi Business Journal's 50 Leading Business Women; 2014 NCMPR Pacesetter Award; Outstanding Community Leader by Sun Herald and Mississippi Business Journal; Stone County Educator of the Year; and Honorary Commander, 81st Training Wing, Keesler Air Force Base.

She is married to Wayne Graham, and they have three children: Sarah, Michael and Anna.

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### **Cheryl Tolbert**

Cheryl D. Tolbert  
President & CEO  
Louisiana Business Group on Health  
[Cheryl@lbg.org](mailto:Cheryl@lbg.org)

Cheryl Tolbert has over 28 years of non-profit association management experience including fund raising and grants, lobbying/advocacy, organizational/volunteer development, professional development programs and group purchasing activities.

Ms. Tolbert joined the Louisiana Business Group on Health (LBGH) (formerly the Louisiana Health Care Alliance) 1989. The Louisiana Business Group on Health is a statewide, 501(c)(3) not-for-profit organization made up of over 200 Louisiana employers whose focus is to develop and sustain a purchaser, payor and provider partnership that will improve the quality and value of health care in Louisiana. LBGH is the only unified voice representing employers solely on health care issues in Louisiana. The “multi stakeholder” group represents employers, as well as providers of health care, such as hospitals, health plans, consultants and pharmaceutical companies.

As President & CEO, Ms. Tolbert is responsible for overseeing the day to day activities including public policy at the state and federal level, market research, health policy, product development, educational programs as well as committee activities and group purchasing. She also works closely with the Louisiana Department of Insurance and the Department of Health and Hospitals (DHH) to ensure the employers are part of the solution to rising health care costs.

Ms. Tolbert studied Finance at Louisiana State University. She is the mother of a Veteran who served in the Iraq Campaign.

#### Organization Representation

Family Road of Greater Baton Rouge, Board Chair  
Family Road of Greater Baton Rouge Solaris Gala Chair  
The Louisiana Health Care Commission (LHCC), Member  
Louisiana Association of Business and Industry (LABI) served as Health Care Council Chair 5 years; Council Member  
National Coalition of Benefits  
Self- Insurance Institute of America (SIIA)  
Louisiana Health Care Quality Forum, Board Member  
Louisiana Registered Lobbyist  
Licensed Louisiana Insurance Agent

#### Publications

Patient Centered Medical Home Employer Implementation Guide  
The Louisiana Wellness and Resource Guide

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### Richard Benkowski

Technology is changing faster than society is. What was once a convenience has become a core element of our classroom and job site existence. Digital natives are now at our doorstep waiting to be trained and offered into a technology driven workforce. Learners must be taught how to acquire theory and competent skillsets in an interactive curriculum environment. Additionally, students must be open to learn anything, anytime, anywhere. Recruiting and training techniques must embrace the same ideology or be invisible to apprentices in your classroom and to future candidates for your program. Is your training program ready to evolve to offer each graduate an ever changing portfolio?

The next frontier on the construction site will be technology that is designed specifically for increased productivity without compromising the health and safety of the worker. Raise the value of each member on every project. Prepare the training facility, educate the instructors, and digitize the next generation of journey workers.

Presented by:

Rich Benkowski  
*UA Training Specialist*  
UA Department of Education and Training  
Three Park Place  
Annapolis, MD 21401  
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Started my United Association career in Monaca, PA in 1976. Participated locally as an instructor teaching OSHA, Medical Gas, HVAC Systems and Controls, EPRI Advanced Rigging, Plumbing Codes & Installation, and Infection Control Risk Assessment (ICRA).

Earned a Bachelor's Degree in Labor Education. Currently work for the UA Department of Education and Training as a Training Specialist. Primary responsibilities include HVACR curriculum development and Sustainable Technology updates. Support ITF efforts to create and develop curriculum using the latest technological advances such as 360°, Augmented Reality, and Virtual Reality.

Professional memberships include ASHRAE and USGBC holding a current LEED AP credential.

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### **Thomas “Mike” Womack**

Mike Womack is the Director of FEMA’s Louisiana Recovery Office (LRO) Womack joined FEMA in 2012. Prior to that, he served in the Army National Guard for nearly 30 years. He also served as the Response and Recovery Director and then Deputy Director of the Mississippi Emergency Management Agency (MEMA). Former Governor Haley Barbour appointed Womack Executive Director of MEMA in 2006, where he served until 2012.

Mike also serves as Chairman of the New Orleans Federal Executive Board. The New Orleans FEB plays a significant role in the Southeast Louisiana Federal community, serving as a conduit for interagency collaboration and the primary point of contact for sharing resources and essential information within the Federal community as a whole.

### **Julie Spencer**

JULIE RICHARD-SPENCER is a shareholder with the firm Robein, Urann, Spencer, Picard & Cangemi. Ms. Richard-Spencer has practiced with the firm in the area of labor and employment law for approximately 28 years. She is a graduate of Louisiana State University and the National Law Center at The George Washington University. Ms. Richard-Spencer currently serves as a Union and Employee member of the ABA Council for the Section of Labor and Employment Law. She is the former Chairperson of the Labor and Employment Law Section of the Louisiana Bar Association and the former Union Co-Chair of the EEO Committee of the American Bar Association Labor and Employment Law Section. In 2014, she was elected into the College of Labor and Employment lawyers. Ms. Richard-Spencer’s practice involves the representation of labor unions, ERISA benefit funds, and plaintiffs and unions in Federal and State civil rights litigation.

## Speaker Bios – 2018 Biloxi Labor-Management Conference

### Thomas McGoey

Tommy McGoey is a go-to labor and employment lawyer with experience throughout Louisiana and the U.S. helping employers inside and outside the courtroom with contentious human resources disputes, claims and issues across a wide range of industries. He has 30 years of litigation experience and leads the firm's labor and employment law practice group.

Tommy takes a client-focused approach. In lawsuits and arbitrations, he collaborates with the client team to build a strong case or seek an effective early resolution. In his HR counseling role, he gathers the facts, analyzes the legal principles and formulates a practical solution.

Tommy handles difficult cases in federal and state trial and appellate courts, and arbitrations. His litigation experience includes:

- Non-compete and Trade Secret Litigation: Obtaining temporary restraining orders and preliminary injunctions; seeking declaratory judgments; and protecting employers' confidential information.
- Retaliation Claims: Defending employers against retaliation claims under Whistle-Blower Statutes, the Sarbanes-Oxley Act (SOX), Title VII of the Civil Rights Act of 1964 and other discrimination statutes, the Fair Labor Standards Act (FLSA), and workers compensation statutes.
- Discrimination and Harassment Claims: Defending employers under the Louisiana Employment Discrimination Law, Title VII, Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Family and Medical Leave Act (FMLA), Equal Pay Act, Pregnancy Discrimination Act, and ERISA.
- Wage and Hour Claims: Defending employers against claims under the FLSA and Louisiana Wage Payment Act.
- Employment Related Agreements: Drafting and litigating employment, non-compete, non-solicitation, confidentiality, and OWBPA-compliant separation agreements, as well as alternative dispute resolution policies and employee handbooks.
- Labor Arbitrations: Presenting the employer's case in arbitrations involving union grievances related to discipline or contract interpretation.
- Administrative Claims: Defending employers in administrative proceedings before the Equal Employment Opportunity Commission (EEOC), National Labor Relations Board (NLRB), Department of Labor (DOL) and Occupational Safety and Health Administration (OSHA).

Tommy also counsels employers on compliance with a myriad of employment laws related to hiring decisions, compensation, discipline, termination, reductions in force and responding to catastrophes affecting the workplace. He conducts training for managers and supervisors on substantive issues, employee relations and litigation avoidance.

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### **Scot Beckenbaugh**

SCOT L. BECKENBAUGH  
DEPUTY DIRECTOR,  
FEDERAL MEDIATION AND CONCILIATION SERVICE

Scot L. Beckenbaugh, who serves as FMCS Deputy Director, joined the Agency in 1988. He was appointed Western Regional Director in January 2004, having served as Regional Director for the Upper Midwestern Region since 1997. He was the Director of Mediation Services (currently Regional Director) for the Upper Midwestern Region for two years and, before that, he was a field mediator stationed in Des Moines, Iowa. In addition to providing the full range of FMCS services to the labor management community in Iowa, he served as the Minneapolis District Alternative Dispute Resolution Coordinator. Mr. Beckenbaugh has also served on an interim basis as the Agency's Acting Director on three occasions.

Deputy Director Beckenbaugh is the Agency's "master mediator" of high profile disputes. He has mediated national master agreements in the aerospace, national defense, professional sports, cereal, heavy equipment manufacturing, aluminum, grocery, health care, meatpacking, and maritime industries. He has extensive experience in public sector dispute mediation, as well as in regulatory negotiations, public policy, land use, and civil rights disputes. A long-time member of the Association of Labor Relations Agencies, Mr. Beckenbaugh also serves on the ALRA Executive Board.

From 1986 to 1988, Mr. Beckenbaugh was a Member of the Iowa Public Employment Relations Board (PERB). Prior to his appointment as Member, he was an Administrative Law Judge and Director of Mediation Services for Iowa's PERB. He also had a private arbitration practice and was listed with FMCS. He has served on the Twin Cities Labor Management Committee and for two terms as Chairman of the Industrial Relations Advisory Council at the University of Minnesota. He has taught at the high school, junior college, and university level and was a bill drafter and research analyst for the Iowa Legislature.

Mr. Beckenbaugh holds a B.A. in Political Science from the University of Northern Iowa and an M.A.P.A., with an emphasis in Industrial Relations, from the University of Iowa.

## Speaker Bios – 2018 Biloxi Labor-Management Conference

### Arthur Pearlstein

Arthur Pearlstein is Director of Arbitration at the Federal Mediation and Conciliation Service (FMCS). He has previously served FMCS as a mediator, as general counsel of the Agency, and as head of the ADR and International Programs at FMCS. In addition, he has worked extensively in the area of dispute systems design in the organized workplace.

He has substantial experience in arbitration, mediation, and negotiation, as a lawyer, manager, professor, and trainer. Arthur was inaugural director of the Werner Institute for Negotiation and Dispute Resolution and Professor of Law at Creighton University in Omaha. He is co-author of a textbook on dispute resolution and the author of the chapter on arbitration (*Dispute Resolution: Readings and Case Studies*, 3rd Ed. 2011, Edmond Montgomery pub.) He was a contributing author of *The Legal Guide to Human Resources* (West pub.) and wrote sections on dispute resolution.

Arthur received his J.D. with honors from Harvard Law School, holds a master's in dispute resolution from the Straus Institute for Dispute Resolution at Pepperdine University in California, and a B.A. from Haverford College in Pennsylvania.

### Sharon Gallagher

SHARON A. GALLAGHER, ESQ. has been a neutral in labor relations since her graduation from the University of Wisconsin Law School. After graduation, Sharon worked for the NLRB for eight years, first in Washington, D.C., where she worked for various General Counsels, including John Truesdale and John Higgins. She transferred to Region 30 in Milwaukee, where she worked as a Trial Attorney for four years until she left the NLRB to take a position at Wisconsin Employment Relations Commission as a Staff Arbitrator/Mediator/ALJ. Sharon worked for the WERC for 25 years until her retirement.

In 1994 while still employed by the WERC, Sharon began a private practice in grievance and interest arbitration and fact-finding. Sharon has been listed on various private panels since the 1990's, including the Coal Arbitration Panel, the Chicago Transit and ATU panel, the Thermo-King and USW panel and on APWU/USPS and NPMHU/USPS Panels. She is listed on the AAA, FMCS, WERC, Delaware PERB, Minnesota BMS, Iowa PERB, Illinois Educational Labor Relations Board, Oregon ERB, Washington PERC and National Mediation Board ad hoc panels.

In October, 2009, she became a member of the National Academy of Arbitrators. She continues to hear and resolve disputes across the country. Since 2009, Sharon has served as Board Member and Chair of the Wisconsin State Bar's Labor and Employment Law Section and she has been a member of the Board of the Wisconsin Chapter of LERA. In 2017, she became Neutral Vice President of her LERA Chapter.



## **Speaker Bios – 2018 Biloxi Labor-Management Conference**

### **William L. McKee**

Bill McKee grew up in a Missouri Ozarks farm family that moved to town for work on the railroad. He is Professor Emeritus of Applied Economics at the University of North Texas, member of the National Academy of Arbitrators, and former chair of the Southwest/Rockies Region of the NAA. He is a second-term member of the NAA's Board of Directors and in his first year as Vice-President.

After completing his degree in economics, Bill received a post-doctoral appointment at the Brookings Institution in Washington, D.C., where he served from 1977-78. Bill is a founding member of the Texas Labor-Management Conference and the Texas Mediator Credentialing Association. At UNT he served as Professor of Applied Economics, Executive Assistant to the Chancellor, Academic Integrity Officer, Faculty Athletic Representative to the NCAA, and chair of his department. He founded/co-founded the Master's Program in Labor and Industrial Relations, Interdisciplinary Minor in Alternative Dispute Resolution, Denton County Disputer Resolution System, and the Academic Integrity Office.

A labor and employment arbitrator on panels of the AAA, FMCS, NMB, and U.S. Olympics, he has arbitrated/mediated disputes in virtually all industries and sectors of the US economy on a wide range of issues. His arbitration experience includes several complex cases in the airlines industry, including interest, scheduling, and subcontracting disputes. Bill also arbitrated a large, complex international construction dispute for the AAA International Centre for Dispute Resolution as the single arbitrator. He is an appointed panel arbitrator by several other employers and unions.

Bill was selected as Faculty Athletic Representative of the Year by the All-American Football Foundation in 2003. In 2004 he was elected to the Texas Labor Management Conference Hall of Fame. Bill served two years on active duty in the US Army and five years in the Army Reserve and National Guard.

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## Jerome Wolfson

Email: [jeromewolfson@wolfsonlawfirm.com](mailto:jeromewolfson@wolfsonlawfirm.com)

Present Occupation: Arbitrator and Attorney at Law

First Business Address: Second Business Address:

3399 S.W. 3rd Avenue 3753 Dunbarton Cir

Miami, Florida 33145 Birmingham, Al 35223

Phone: (305) 285-1115 Phone: (305) 285-1115

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### PROFESSIONAL AFFILIATIONS:

American Arbitration Association, Florida Bar Association, Maine Labor Relations Board

Federal Mediation & Conciliation Service, Federal Bar Association

Industrial Research Relations Association, American Bar Association

National Mediation Board

### EDUCATION

VFMA J.C. 1956-57

Drew University , A.B. Psychology, 1960

University of Miami, L.L.B., 1963

Veteran, U.S.C. US Coast Guard Honorable Discharge 1969

### CERTIFICATIONS:

Law Florida 1963 Circuit Court Arbitrator- Dade County 2008

Federal (Florida) 1964 Circuit Court Arbitrator- Broward County 2008

FMCS 1989 Appointments as special master

AAA 1989 for Circuit Court 2009

Circuit Court Arbitrator 2006

Circuit Court Mediator (Fl.) 2007

Circuit Court Mediator (Maine) 2007

### ARBITRATION/LABOR RELATIONS EXPERIENCE:

1989 to Present: Arbitrator. Prior to 1989 was regularly involved in handling discipline cases in the public and private sector with representation of individuals at the civil service level and the system board under the Railway Labor Act (airline employees). Included were successful appeals through the federal appellate system. Instances included representing individuals who held licenses such a policemen, jockeys, horse trainers and owners and personal injury. Those causes often included the appellate process. Was involved in consent decrees and affirmative action causes. Has counseled private companies on their employment policies and has represented at least ten police chiefs in the South Florida area on a personal basis and in their capacity as chief and head of management. Has been involved in contract negotiations and is skilled in the rules of evidence and crafting awards and opinions. Has lectured at seminars and at the local law school. As a trustee at Drew University for fourteen (14) years, was actively involved in issues of professor tenure, curriculum, budget, salaries, and governance.

### INDUSTRIES:

Aerospace; airlines; banking; communications; education; Alabama Teachers Tenure Act, health care; cruise ship/crew member injuries, hospital/nursing home; maritime, longshoreman, office workers/clerical; police and fire; prison guard; real estate; transportation; trucking and storage; sports-thoroughbred industry (racing, breeding, and wagering), insurance, owner/operator trucking, toll takers, oil refining, chemical manufacture.

## **Speaker Bios – 2018 Biloxi Labor-Management Conference**

### **ISSUES:**

Affirmative Action; Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty)/Personal; Demotion; Discipline (Non-Discharge); Discipline (Discharge); Drug/ Alcohol Offenses; Psychiatric Conditions;

Insurance; Health/Hospitalization; Job Performance; Job Posting/Bidding; Jurisdictional Dispute; Teacher's Tenure, Layoffs/Bumping/Recall/Reduction in Workforce; Maintenance and Cure; Management Rights; Past Practice; Pension and Welfare Plans; Pension Claim (state, federal, local); Promotion; Retirement; Safety/Health Conditions; Seniority; Sexual Harassment; Subcontracting/Contracting Out; Job Classification; Work-Assignments; Job Evaluation; Schedule of Work; Transfers; Work Performance; Other Fringe Benefits; Benefits Denials; Elections; Forewarning; Law Enforcement, Management Rights; National Origin; Grievance Mediation, Contract Interpretation.

### **PERMANENT PANELS:**

City of West Palm Beach Miami-Dade County

Palm Beach County PBA Miami-Dade County PBA

Arbitrator Hearing Examiner

### **ARBITRATION ROSTERS:**

National Mediation Board Federal Mediation and Conciliation Services

American Arbitration Association Maine Labor Relations Board

Dade County Circuit Court Broward County Circuit Court

### **PUBLISHED CASES:**

116 LA 710 (2001); 114 LA 833 (2000); 114 LA 158 (1999); 106 LA 652 (1996); 107 LA 12 (1996);

120 LA 368 (2004); 119 LA 713 (2004); 122 LA 688 (2006); 121 LA 1185 (2005); 122 LA 1596 (2006);

124 LA 464 (2007); 124 LA 1705 (2007); 123 LA 1236 (2007); 125 LA 755 (2008); 125 LA 343 (2008); 126 LA 235 (2008); 127 LA 235 (2009); 127 LA 471 (2009); 127 LA 557 (2009); 127 LA 849 (2010); 127 LA 997 (2010); 127 LA 1292 (2010); 127 LA 1503 (2010); 127 LA 1722 (2010); 64 FLRA No. 199 (2010); 128 LA 367 (2010); 128 LA 712 (2011); 128 LA 1127 (2011); 129 LA 948 (2011); 132 LA 912(2013)

### **SIGNIFICANT PUBLICATIONS:**

Publications include written outlines and cases provided for seminar(s).

### **FEES:**

PER DIEM FEE: \$1,000 (8 hr day)

DOCKETING FEE: N/A

CANCELLATION FEE: 1 day (see below)

Grievance Arbitration: The fee is \$1,000 per day for hearing, research and preparation of the Award and Opinion. Time for research and preparation is prorated and considered in an aggregate manner.

Cancellation Policy: No charge if cancelled more than 14 days prior to scheduled hearing.

Interest Arbitration, Fact-findings and Labor Mediation: \$1,500 per day (based on an 8 hr. day)

Research and preparation for interest arbitration is prorated and considered in an aggregate manner.

Travel Time: Prorated consistent with per diem fee.

Expenses: Actual costs/reasonable expenses for travel, car rental, lodging. Full reimbursement for airline tickets purchased within 30 days of scheduled hearing.

## **Speaker Bios – 2018 Biloxi Labor-Management Conference**

### **Jim Shorter**

Supervisory Special Agent (SSA) Jim Shorter was born and raised in Oxford, MS. He received a Bachelor of Business Administration degree from The University of MS in 1987. Prior to joining the FBI, Mr. Shorter worked as a banker. SSA Shorter is also a graduate of the Graduate School of Banking at Louisiana State University.

SSA Shorter entered on duty as an FBI Special Agent on August 29, 1999. From 2000 through 2002, he was assigned to the El Paso Field Office and worked White Collar and Drug matters. In 2002, he transferred to the FBIHQ Counterterrorism Division, TFOS, Global Extremist Financial Investigative Unit. In 2005, he was transferred to the Weapons of Mass Destruction Directorate and assigned to the WMD Integration and Targeting Unit housed within the CIA WMDD. Mr. Shorter transferred to the Jackson Office in 2006 to work fraud matters related to Hurricane Katrina. He served as the Civil Rights/WCC SSA from January 2012 through December 2013. SSA Shorter has served as the Cyber SSA since January 2014.

Shorter is married and has two children.

### **Dr. Laurie J. Smith**

Dr. Laurie Smith is the Executive Director of the State Workforce Investment Board. For the past six years she has served as Senior Policy Advisor in Education and Workforce Development to Governor Phil Bryant and Executive Director of the State Early Childhood Advisory Council. Under Governor Bryant's leadership, Dr. Smith has led numerous legislative efforts to help improve public education in Mississippi. The passage of the Education Works agenda including The Literacy Based Promotion Act, the first funding of Early Childhood Education in Mississippi, Charter Schools, The Special Needs Education Scholarship Account, and an A-F rating system for school districts have all resulted in improved outcomes for students. Dr. Smith testified before the Congressional House Committee on Education and Workforce on strengthening welfare to work policies. Dr. Smith has a Ph.D. in Education Leadership from Mississippi State University, a M.Ed. from Western New Mexico University, and a B.A. from the University of Arizona.

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### **Shawn Mercer**

District Manager  
Social Security Administration

Shawn Mercer has over 25 year's experience with the Social Security Administration. He is currently the District Manager in Laurel, MS and previously served as a Public Affairs Specialist for the Agency in south MS.

Shawn represents the agency in various media interviews as well as public speaking engagements, conferences, and employee benefit fairs. Shawn regularly addresses groups on Social Security programs and is frequently asked to speak to various professional organizations on specific areas of interest as they relate to Social Security programs and benefits.

Shawn has a BS in Journalism with an emphasis in Public Relations from the University of Southern Mississippi (USM) with a minor in Speech Communications.