



The MPELRA Herald

Proudly Serving 48 Years

MPELRA Annual Training Conference

June 26, 2017 Edition

MPELRA Annual Training Conference Registration Now Open!

Message from the President

Greetings!

On behalf of the Board of Directors of the Michigan Public Employer Labor Relations Association, it is my distinct pleasure to invite you to MPELRA’s 48th Annual Training Conference at the Cedar River Village at Shanty Creek Resort on September 20 – 22, 2017.

This year’s conference is designed to address topics that are of particular interest to practitioners in the field of Labor Relations/Human Resources, and those who specialize in employment and labor law. We invite you to join us for “Breaking News, Expert Views and Tactical How-to’s” as speakers provide insights on core LR/HR topics. This will include their perspective on pending legislation and expected challenges that are likely to influence our profession in the future.

When you review the attached agenda, we’re sure you’ll agree that we have created a compelling program that you won’t want to miss. The conference sessions are timely, informative and thought-provoking, making it well worth the modest registration fee. Plus, all sessions have been submitted for approval towards recertification credit hours through the Human Resource Certification Institute (HRCI) and the Society for Human Resource Management (SHRM). Networking events provide opportunities for more relaxed discussion, information sharing and meeting new people. And of course, Northern Lower Michigan provides the perfect setting for refreshing your senses and your outlook.

Be sure to register for the conference and book your room at Cedar River Village with Shanty Creek by **August 19, 2017** to take advantage of the early conference registration fee and special lodging rate. And, for those of you that enjoy golf, you won’t want to miss the President’s Golf Outing at The Legend on Wednesday, September 20, 2017. You are encouraged to sign up for golf by August 31, 2017 to ensure your spot. Registration forms for the conference, hotel, and golf outing are enclosed.

All members and associates are encouraged to attend, as well as colleagues who are not current members, but are interested in the program.

We look forward to seeing you in September!

Sincerely,

Travis Parsons
MPELRA President

**48th Annual
MPELRA Training
Conference**
September 20 through 22, 2017
**Cedar River Village at
Shanty Creek Resorts
Bellaire MI**

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Annual Business Meeting Notice
See Official Notice, Page 4

Breaking News, Expert Views and Tactical How-to's!

Wednesday, 9.20.17

8:00am Golf outing at the Legend
2-3:00pm Conference Registration
3-3:15pm President's Welcome

Wednesday, 9.20.17, 3:15 - 4:30pm

FLSA Updates and Traps for the Unwary



Helen "Lizzie" Mills
Public Sector Labor &
Employment Attorney
Fahey Schultz Burzych
Rhodes PLC

Employers across the country are watching and waiting for a final decision on the legal challenges to the revised white collar overtime salary rules under the FLSA. Take advantage of the regulatory pause to confer with fellow professionals about how to prepare for the implementation (or non-implementation!) of those new rules and to ensure FLSA compliance more generally. Attend this seminar to learn more detail on the most common (and avoidable!) FLSA compliance issues: from minimum wage, to hours worked, and beyond.

Wednesday, 9.20.17, 4:45 - 5:45pm

Negotiation of Collective Bargaining Agreements in Units with Act 312 Eligible Employees:
Reflections on Best Practices to Achieve Voluntary Settlements and to Prevail in Act 312 Arbitrations when Voluntary Agreements are not possible



John H. Gretzinger
Attorney
Mika Meyers

This presentation will address the unique considerations involved in collective bargaining in units with Act 312 eligible employees. The discussion will involve reflections on the presenter's almost forty years of experience in negotiating contracts with Act 312 eligible units and will focus on how proper negotiation planning results in more voluntary settlements and successful Act 312 awards. Topics to be discussed will include structuring and presenting issues in the collective bargaining process, identification and use of comparable community data, preliminary procedures prior to the Act 312 hearing, effective presentation of Act 312 hearing information and post hearing strategy.

Wednesday, 9.20.17

6-6:45pm President's Reception

Thursday, 9.21.17

8-9:00am Conference Registration
8-9:00am MPELRA Buffet Breakfast

Thursday, 9.21.17, 9 - 10:15am

What's New with Wellbeing?
And Practical Next Steps for Michigan Public Employers

Chadd Hodkinson, Area Vice President,
Dean Clune, Area Executive Vice President,
Retirement Plan Consulting, and
Emily Wert Brainerd, Wellbeing and
Engagement Consultant
Arthur J. Gallagher & Co.

Public sector employers continue to see an increase in employee interest around the topic of wellbeing. This session will review foundational wellbeing concepts as well as new and creative approaches being used by public sector employers to address the five essential areas of wellbeing: physical, social/emotional, financial, community and career. Attendees will leave with practical takeaways that can be considered and implemented within their organization.

**Breaking News,
Expert Views and
Tactical How-to's!**
continued from Page 2

Thursday, 9.21.17, 10:30 -11:45am
Managing Labor Disputes



Aaron D. Graves
Attorney
Bodman PLC

Labor disputes are inevitable in any collective bargaining relationship. Effective management of disputes requires credibility, communications, preparation and a thorough understanding of the dispute resolution process. Attendees will be provided with a practical and legal framework for managing labor disputes in the arenas they most frequently occur:

- Grievance/arbitration,
- Collective bargaining, and
- Economic action.

Thursday, 9.21.17
12 Noon MPELRA Luncheon

Thursday, 9.21.17, 1:15 - 2:30pm
Conducting Effective
Investigations

Danielle C. Lester
Senior Associate, Bodman PLC



The objective of an internal investigation is to discover information and evidence to make appropriate and legal decisions. When done properly, effective investigations can be viable defenses in litigation and can also serve to remedy workplace issues and to keep them from recurring in the future. Conversely, an ineffective investigation could result in flawed decision-making and could expose the employer to significant liability. This unique, interactive presentation will provide participants with a framework of legal and best practice knowledge and will give them the techniques needed to properly conduct an effective investigation.

Thursday, 9.21.17, 2:45 - 4:15pm
Basics of Employee Discipline



Richard W. Fanning, Jr.
Partner, Keller Thoma

This presentation will review the fundamental steps and procedures in issuing discipline to public sector employees in Michigan. We will discuss concepts important to public employers, such as elements of just cause and due process. There will also be a focus on practical steps and a “news you can use” approach.

Thursday, 9.21.17
5:30pm Reception
6:30pm Banquet & President's Farewell
8:00pm An Evening of Entertainment

Friday, 9.22.17
8:00am Annual Business Meeting & Breakfast

Friday, 9.22.17, 9 - 10:15am
Building Your Talent Pipeline:
Ten Practical Tools



Jim Bitterle
Managing Partner, EDSI
Consulting

The talent war has escalated to new heights. Organizations are finding it increasingly difficult to attract, retain, and develop the talent they require. In many cases, organizations simply can't afford the talent they need. This session will provide you with insights, practical approaches, and real world tools to help you win the war for talent.

Friday, 9.22.17, 10:30 - 11:45am
Legislative Update



Deena Bosworth
Director of Governmental
Affairs, Michigan Association
of Counties

What's happening in the Michigan legislature now? We'll discuss where the Michigan economy currently stands; the status of state finances and local government financing trends, including liabilities for retirees; and the legislative priorities on the horizon.

48th Annual MPELRA Training Conference Dates and Location

The 2017 Annual Training Conference is scheduled Wednesday, September 20 through Friday, September 22, 2017. All training sessions will be held at the Cedar River Village at Shanty Creek Resorts, 2348 Troon, S. in Bellaire MI 49615.

Conference Fees

Early Registration Ends 08/19/17

<u>Participant Status</u>	<u>Early</u>	<u>Late</u>
Member	\$230	\$250
Non-Member	\$250	\$270
Retired Member	\$75	\$75
Guest*	\$75	\$75

* Guests are family members or friends, not business associates. Guest registration fee includes payment for all training sessions and social events, but not the conference binder or gift.



SHRM and HRCI Credits

All conference sessions have been approved by SHRM for recertification credits toward SCP/CP accreditations, and pre-approved by HRCI for recertification credits toward PHR, SPHR, and GPHR accreditations

To pre-register for SHRM and/or HRCI recertification credit hours for the 2017 MPELRA Annual Conference, please check the appropriate box(es) on your conference registration form. If you pre-register, your Certificate of Completion will be available for pick-up at the registration desk on Friday, September 22, 2017 at the conclusion of the conference. You must attend all conference training sessions to be eligible for the Certificate of Completion.

The use of the HRCI seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



Notice of Annual Business Meeting

June 15, 2017

Dear MPELRA Member:

In accordance with Article 3 of the MPELRA By-laws, notice is hereby given of the Annual Business meeting that will be held on Friday, September 22, 2017 in conjunction with the 2017 MPELRA Annual Training Conference.

The business meeting will be held at the Cedar River Village, Shanty Creek Resorts, in Bellaire, Michigan, and will begin at 8:00 a.m. The purpose of the meeting is to elect the MPELRA Board of Directors and Officers, and to transact any other official business that may lawfully come before the membership.

Only members are eligible to vote on official business matters, however, all conference attendees and registered guests are **welcomed and encouraged** to attend the Annual Business Meeting and join us for breakfast which also begins at 8:00 a.m. on Friday, September 22, 2017.

Sincerely,



Kim Archambault
MPELRA Secretary



SHANTY CREEK RESORTS®
SUMMIT · SCHUSS · CEDAR RIVER

Hotel Reservation

Hotel reservations must be made directly with Shanty Creek Resorts. To ensure you receive the special conference rate, please fax or mail the attached hotel reservation form to the resort by August 19, 2017.

Reservations can also be made on line at <http://reserve.shantycreek.com/?g=485562>

Conference Attire

Resort casual for workshops and events. We encourage you to dress in layers so you can make adjustments for your personal comfort.



Conference Social and Networking Events

- Wednesday President's Golf Outing
- Wednesday President's Reception
- Thursday Buffet Breakfast
- Thursday Lunch
- Thursday Banquet Dinner with Entertainment
- Friday Breakfast Meeting
- Friday Sponsors' Giveaways*

*Must be present at Friday's session and drawing to win



2017 MPELRA Annual Training Conference Registration Form

September 20 – 22, 2017
Cedar River Village at Shanty Creek Resort
Bellaire, MI

Name: _____

Check all that apply: MPELRA Member Non-Member HRCI Participant SHRM Participant Vegetarian Gluten Free

Title: _____

Employer: _____

Address: _____

Phone: _____ Email Address: _____

Guest's Name: _____ Email Address: _____

Check, if applicable: Vegetarian Gluten Free

Your Arrival Date: _____

Registration Instructions

Early registration ends August 19, 2017. Registrations will be accepted after that date, but late registration fees will apply. Notice of cancellation must be received by September 12, 2017.

Mail this registration form to the address below or send it via email to treasurer@mpelra.org. You may also register online and pay by credit card or through your PayPal account at www.mpelra.org. If questions, contact Barbara Wise Johnson, MPELRA Treasurer, at 313.460.1613. Please make your check payable to **MPELRA** and mail to:

MPELRA
P. O. Box 235
Farmington, MI 48332-0235

MPELRA Cancellation Policy

Written notice of cancellation must be received by 4:00 p.m. on Tuesday, September 12, 2017. No refunds or credit will be given for cancellations received after September 12, 2017. Persons who register but fail to attend and provide notice of cancellation in accordance with this policy are required to pay MPELRA the full registration fee. Substitutes are permitted at any time, however, you must provide advance notice and give the substitute's full name, employer, and job title. The substitute's registration fee will be based on his/her membership status. Notice of cancellation/substitution should be emailed to treasurer@mpelra.org.

Check all that Apply	<u>Registration Fees</u>	<u>Member Rate</u>	<u>Non-Member Rate</u>	<u>Amount Enclosed</u>
—	Early Registration (on or before 8-19-17)	\$230	\$250	\$ _____
—	Late Registration (on or after 8-20-17)	\$250	\$270	\$ _____
—	Retired Member Registration	\$75	N/A	\$ _____
—	Guest Registration	N/A	\$75	\$ _____
Note: Guests are family members or friends, not business associates. The guest registration fee does not include conference binder or complimentary gift		Total		\$ _____

No refunds or credits will be issued after Tuesday, September 12, 2017



MPELRA 2017 Annual Golf Outing

All Conference Attendees Invited!
Wednesday, September 20, 2017
The Legend at Shanty Creek Resorts

Kick off the 2017 MPELRA Annual Conference with the President's Invitational Golf Outing! We will play on The Legend, which is considered to be one of Arnold Palmer's finest courses. We will have individual tee times and will use a scramble format. Each foursome must use a minimum of two (2) drives from each player, so choose wisely! Prizes will be awarded to Best Team Score, Closest to the Pin and Longest Putt.

GOLF REGISTRATION

Please complete the form below and return it as soon as possible, but no later than **August 31, 2017**.

Name: _____

Employer: _____

Phone: _____ Cell Phone: _____

Email: _____

If you have someone you would like to be teamed up with, provide their name(s) and email address below.

Please team me up with:

Name: _____ Email: _____

Name: _____ Email: _____

Name: _____ Email: _____

Registration Information

Return your Golf Registration form by August 31, 2017 to: Kim Archambault via fax or email

Fax: 269.781.0984

Email: karchambault@calhouncountymi.gov

The cost of the Golf Outing is \$57 and includes green fees and cart. **Payment is due at the Pro Shop the morning of the outing.** Please be at the Pro Shop at least twenty (20) minutes prior to your tee time. You will be notified of your tee time which should be between 8:00 and 9:30 AM, weather permitting.

If you have questions, contact Kim at 269.781.0992 or the above email address.

Golf Cancellation Policy

Notice of cancellation must be received by 4:00 p.m. on Thursday **August 31, 2017**.



Scramble Format