



**Michigan Public Employer Labor Relations Association**  
**Friday, December 7, 2018**  
**University Club of Michigan State University**  
3435 Forest Road, Lansing, MI 48910

## PROGRAM ANNOUNCEMENT



ALL program sessions have been pre-approval for HR General recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through the Human Resource Certification Institute (HRCI). Notice will be posted on the MPELRA web site when the HRCI credits have been approved.



MPELRA has been approved as a SHRM Preferred Provider and recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM Certified Professional (SHRM-CP™) for early-career practitioners and SHRM Senior Certified Professional (SHRM-SCP™) for senior-level practitioners.

**8:30 AM Registration and Continental Breakfast**

**9:00 AM President's Welcome**

**9:15 AM Marijuana in the Workplace**

Clifford L. Hammond, Senior Attorney, Foster Swift Collins & Smith, PC

Recent cultural, ballot initiatives, and legal changes at the State and local level have left employers with questions regarding their rights, duties, and obligations concerning marijuana in the workplace. Pre-hire screening, discipline and even unemployment eligibility are examples of the many areas employers are working to navigate this increasingly complicated topic. This presentation will cover emerging trends and the legal impact of handling marijuana in the workplace.

**10:45 AM FMLA and ADA Made Easy**

Jacquelyn G. Schulte, Esq., Jacquelyn G. Schulte, PLC

Does FMLA feel like the “Friday-Monday Leave Act” in your organization? And does the ADA mean “I Want...”? In this presentation, attendees will learn how to recognize FMLA and ADA notice, an EASY legally-compliant process for administering each law, and employer rights and employee obligations in both laws. You will honestly walk away saying “FMLA and ADA are easy!” Doubtful? Come find out!

**12 Noon Lunch**

**1:30 PM The ACA Cadillac/Excise Tax**

Angela Garner, EVP of Brown & Brown of Central Michigan

Under the Affordable Care Act, and originally meant to be implemented immediately, this high cost tax plan places a 40% excise tax on health insurance coverage over certain thresholds. The tax was created to help pay for important parts of the Affordable Care Act on a national level. Is your employer ready to determine what the current and future impact of this tax will be in 2022?

**3:00 PM Adjournment**

**December 7, 2018 Program Registration Information:** Reservations and lunch are \$60.00 for members and \$70.00 for non-members. In order for us to obtain a more accurate estimate of attendees, please make reservations by **November 30, 2018** online at [www.mpelra.org](http://www.mpelra.org) or by sending the attached form to Barbara Wise Johnson at MPELRA, P.O. Box 235, Farmington, MI 48332-0235. If you have questions call (313) 460-1613 or send an email to [treasurer@mpelra.org](mailto:treasurer@mpelra.org)

**Next MPELRA Meeting**  
**March 1, 2019**  
**Cascades Manor House, 1970 Kibby Road, Jackson, Michigan**



# Program Registration Form

(You may also register and pay by credit card or PayPal online at [www.mpelra.org](http://www.mpelra.org))

**Friday, December 7, 2018**  
**University Club of Michigan State University**  
3435 Forest Road  
Lansing, MI 48910  
(517) 353-5111

\$60.00 per member (\$70.00 non-members) – Continental Breakfast, Luncheon and Program

**Employer:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

**Name:** \_\_\_\_\_ **Title:** \_\_\_\_\_

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

**Name:** \_\_\_\_\_ **Title:** \_\_\_\_\_

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

**Name:** \_\_\_\_\_ **Title:** \_\_\_\_\_

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

**Name:** \_\_\_\_\_ **Title:** \_\_\_\_\_

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

## Registration Instructions

*Registration Fee: \$60.00 per member / \$70.00 per non-member*

Mail registration form to the address below or send via email to [treasurer@mpelra.org](mailto:treasurer@mpelra.org). You may also register and pay by credit card or PayPal online at [www.mpelra.org](http://www.mpelra.org). **Registration is due by Friday, November 30, 2018.** Please contact Barbara Wise Johnson, MPELRA Treasurer, at 313-460-1613 regarding availability after that date or if you have any questions or need any additional information.

Please make your check payable to **MPELRA** and mail to:

**MPELRA**  
**P. O. BOX 235**  
**FARMINGTON, MI 48332-0235**

*Cancellation Policy: Notice must be received by 4:00 p.m. on **Friday, November 30, 2018.***  
**No refunds or credits will be issued after November 30, 2018.**