



**Michigan Public Employer Labor Relations Association**  
**Friday, March 1, 2019**  
**Cascades Manor House**  
1970 Kibby Road, Jackson, MI 49203



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## Program Announcement

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

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

**9:15 AM FMLA Really Is Easy! (If It's Not, You're Not Doing It Right)**

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

In some organizations "FMLA" is a four letter word. It might seem that some employees think FMLA is short for "I can call off work whenever I want to," but did you know that FMLA contains important protections for *employers* too? In this seminar you will learn the basic FMLA process and when and how it applies. You will learn how FMLA provides protection to employers and what tools and strategies employers and managers can use to maintain control of their work environment when employees take FMLA-protected leaves.

**11:00 AM Conducting Internal Investigations and Proper Discipline Procedures**

Timothy T. Gardner, Jr., Attorney, Thrun Law Firm, P.C.

Conducting employee investigations has gained more importance over the past ten years with highly publicized reports of employee misconduct. Human resources professionals now must perform detailed investigations and comply with existing legal standards. Although investigatory responsibilities are not typically associated with human resources and labor relations officials, this duty is now a critical part of the job and requires a substantial time commitment. Even after investigation findings are issued, employers must still implement discipline that meets individual contract and collective bargaining agreement requirements. In this presentation, attendees will learn about the proper investigation strategies and some pitfalls that occur during the investigation process. Further, attendees will also gain further perspective on how to satisfy disciplinary procedures and factors that should be considered before disciplinary action is taken.

**12:30 PM Lunch**

**1:30 PM ACHOO! Michigan's New Paid Sick Leave Law**

Joshua J. Leadford, Attorney, Masud Labor Law Group

On December 14, 2018, Governor Snyder signed the Paid Medical Leave Act into law. With the Act set to take effect on March 29, 2019, Michigan's employers need to know how it will affect them, and what they need to do to make sure they are in compliance. In this presentation, Josh will provide you with answers to those questions, and more, putting you in the best position possible to seamlessly transition your workplace into the new age of required paid medical leave for Michiganders.

**3:00 PM Adjournment**

**March 1, 2019 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 **February 22, 2019** 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**  
**June 7, 2019**  
**Barton Hills Country Club, 730 Country Club Road, Ann Arbor, 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, March 1, 2019**  
**Cascades Manor House**  
1970 Kibby Road  
Jackson, MI 49203  
(517) 784-1500

\$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, February 22, 2019.** 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, February 22, 2019.***  
**No refunds or credits will be issued after February 22, 2019.**