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MPELRA

P.O. Box 235
Farmington, MI 48332-0235
www.mpelra.org

July 2, 2019

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 50th Annual Training Conference at the Cedar River Village at Shanty Creek Resort on September 18 – 20, 2019.

This year's conference is designed to address the hottest topics that are of particular interest to both beginners and experts in the field of Labor Relations/Human Resources, and those who specialize in employment and labor law. We invite you to join us for **History Made, Future Envisioned** as speakers provide insight on core labor relations and human resource topics, review pending legislation and discuss challenges that will 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.

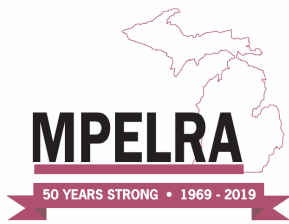
Be sure to register for the conference and book your room at Cedar River Village with Shanty Creek by **August 17, 2019** to take advantage of the early conference registration fee and special lodging rate. And, for those of you that enjoy golf, you won't want to miss the President's Golf Outing at The Legend on Wednesday, September 18, 2019. You are encouraged to sign up for golf by August 30, 2019 to reserve 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 and celebrating 50 years of our organization!

Sincerely,

Jane Parpart
MPELRA President



2019 Annual Training Conference



History Made, Future Envisioned

Wednesday, September 18, 2019

8:00 a.m. Golf Outing at The Legend Golf Course, Shanty Creek Resort

1:00 p.m. Conference Registration

2:30 p.m. President's Welcome

2:45 p.m. **New Governor, New Legislature – Michigan Politics and Impact on Public Employers**

Chris Hackbarth, Director, State & Federal Affairs, Michigan Municipal League

Michigan's political landscape changed with the November elections. While the Republican Party still holds the majority in both chambers, the Democrats narrowed the gap. The newly elected governor is now a Democrat. This legislature's first budget year begins October first. Michigan Municipal League's Chris Hackbarth, Director for State & Federal Affairs, will review how these and potential legislative changes will affect us as public employers.

3:40 p.m. **Public Sector Retirement Benefit Issues and Their Impact on Negotiations**

James Anderson, Senior Consultant, Gabriel, Roeder, Smith & Company

Public sector retirement benefits have a long history of being actively bargained in Michigan. Over time, negotiations have evolved to reflect changing economic conditions, often with a focus on financial sustainability. This session will provide current issues and considerations involved in bargaining these benefits. In addition we will review legal and financial ramifications – including the nature of calculations and valuations performed by actuaries to aid in the bargaining process and everything from Public Act 202 to Act 312 Arbitration.

4:50 p.m. **Where Do We Go From Here – Evaluating Health Benefit "Solutions"**

Chadd Hodkinson, Area Vice President, Gallagher

Attendees will learn about recent developments in the healthcare marketplace including the latest on topics such as hospital pricing transparency, drug rebates, gene therapy, pooling and how they are likely to impact employer health plans. As employers search for new and creative ways to control healthcare costs, this presentation will explore best practices in evaluating benefit plan options and offer case studies that review experiences of Michigan public sector employers.

6:00 p.m. President's Reception

7:15 p.m. Fun and Food at the Dockside

Thursday, September 19, 2019

- 7:45 a.m. MPELRA Buffet Breakfast and Conference Registration
- 8:45 a.m. **How the Wild West was Won: 50 Years of Public Sector Labor Law**
David John Masud, Managing Partner and Gary D. Patterson, Attorney
Masud Labor Law Group
- Public sector labor relations is vastly different than it once was. During his presentation, Attorney Dave Masud will highlight some of the more dramatic changes over the past five decades that have resulted in today's labor relations environment.
- 10:15 a.m. **A Year in Review: Critical Cases and Legislative Updates Affecting Michigan Public Employers**
Courtney Nichols, Partner, Plunkett Cooney, P.C.
- This presentation will review notable state and federal cases and legislative updates (including Michigan's Paid Medical Leave Act) that impact public employers throughout the state of Michigan. Topics will include: wage and hour updates, equal employment opportunity reporting mandates, medical leave and accommodation obligations, and notable United States Supreme Court decisions.
- 11:30 a.m. MPELRA Luncheon
- 12:30 p.m. **MERC Updates on Legislation, Case Rulings & Practices That May Affect Future Bargaining and the Workplace**
Sidney McBride, State Division Administrator/Mediation Supervisor
Michigan Bureau of Employment Relations/Michigan Employment Relations Commission
- Each year the Michigan Employment Relations Commission (MERC) oversees the resolution of various labor – management disputes that impact public sector employees throughout the state. Legislative changes, funding issues and other problems often lead to new challenges in the workplace such that employers and unions may need to seek innovative methods to make collective bargaining and other relationships more productive. Sidney McBride, State Division Administrator/Mediator Supervisor will review recent cases, legislation and other developments that may offer options on how to approach these situations in the future.
- 1:45 p.m. **Cleaning Up Your CBA**
Russ Claggett, Assistant Superintendent of Human Resources, Calhoun ISD
Mari Beth Jelks, Retired Managing Director of Administrative Services, City of Grand Rapids
Steven B. Stratton, Labor Relations Director, Ferris State University
- Most every collective bargaining agreement seems to have language that has no effect and has been unchanged for decades (e.g., collective bargaining and individual statutory rights; contracts overly broad). What is hidden within that language that is renewed without little thought? Our panel will review areas of concern and lead attendees in small group exercises in identifying language and how to clean it up. Bring your contracts and share your experiences cleaning them up.

Thursday, September 19, 2019 *(continued)*

3:15 p.m. **In Case Negotiations Fail...Preparing for Mediation and Fact Finding**
Robert T. Schindler, Partner, Lusk Albertson

Bargaining does not always go as we would hope. This presentation will discuss how to prepare for those times when things break down. We will discuss the process of mediation and fact finding in collective bargaining. The presentation will delve into when should these processes be used, and how to prepare for them to get the best results.

5:30 p.m.

MPELRA's 50th Anniversary Celebration

We will be celebrating MPELRA's birth year this evening. Please join us in wearing attire reflective of 1969.

6:30 p.m.

Reception
5:30 p.m.

Banquet and Farewell to President
6:30 p.m.

Evening Entertainment
8:00 p.m.

8:00 p.m.

Friday, September 20, 2019

8:00 a.m. Annual Business Meeting and MPELRA Buffet Breakfast

9:00 a.m. **Avoiding Civil Rights Claims--What Employers Should Not Do**
Shereef Akeel, Attorney, Akeel & Valentine, PLC

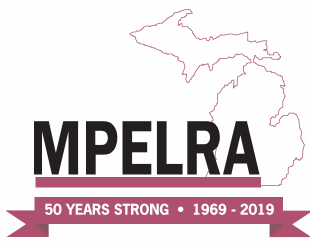
There are many acts that can lead to civil right claims against employers. Nationally recognized civil rights attorney, Shereef H. Akeel will provide guidance as to common pitfalls made by employers in exposing them to liability claims. He will also review how to treat employees, so as to not violate their civil rights, and avoid such claims.

10:30 a.m. **Mental/Emotional Health Accommodations**
Megan P. Norris, Employment and Labor Group Leader, Principal, Miller Canfield

Employers, including public employers, have had a duty to not discriminate against those with disabilities. Part of that duty is to provide reasonable accommodations that allow those with disabilities to be employed. Over time employers have gained a better understanding of what is needed and how to do that. For some disabilities, the need and the how to accommodate are easy to understand. Mental/emotional health disabilities are more perplexing. Attorney Megan Norris, a national presenter on the American with Disabilities Act (ADA), will guide us through this emerging area of the law.

11:45 a.m. Sponsor Giveaways

12 Noon Adjourn



2019 Annual Training Conference Registration Information

50th Annual MPELRA Training Conference Dates and Location

The 2019 Annual Training Conference is scheduled Wednesday, September 18 through Friday, September 20, 2019. All training sessions will be held at the Cedar River Village at Shanty Creek Resorts, 2348 Troon S., Bellaire, Michigan 49615.

Conference Fees

Participant Status	Early Registration (on or before 8/17/19)	Late Registration (on or after 8/18/19)
Member	\$230	\$250
Non-Member	\$250	\$270
Retired Member	\$100	\$100
Guest*	\$100	\$100

* 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.

Scheduled Meal/Social Events

Meals included in conference registration:

- Thursday: Breakfast and Lunch
- Thursday: Banquet Dinner
- Friday: Breakfast Meeting

A hors d'oeuvres reception is scheduled on Wednesday evening.

Conference Registration

Mail the enclosed Conference Registration Form and your check, made payable to **MPELRA**, to MPELRA, P.O. Box 235, Farmington, MI 48332-0235. Or, if you wish to register and pay at a later date, email the form to treasurer@mpelra.org. You may also register online and pay by credit card or through your PayPal account at www.mpelra.org.

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 enclosed hotel reservation form to the resort by August 17, 2019.

Attire

Business casual is appropriate for all MPELRA training sessions and social events.

In celebration of MPELRA's 50th Anniversary, guests are encouraged to dress in 1960's attire for Thursday evening's reception, banquet and entertainment activities.

Note: The heating, ventilation and air conditioning systems are controlled by the on-site facility. Every effort will be made to maintain the room temperature at a level that will be comfortable for all participants. However, we encourage you to dress in layers so you can make adjustments for your personal comfort.

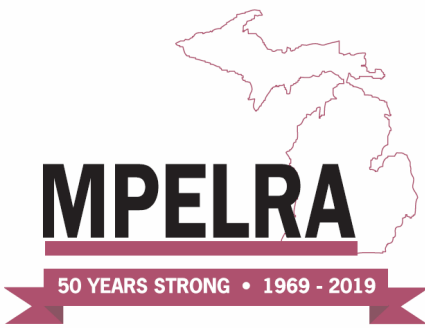
SHRM and HRCI Recertification Credits

MPELRA is an approved provider for SHRM and HRCI recertification credits. To pre-register for SHRM and/or HRCI recertification credit hours for the 2019 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 20, 2019 at the conclusion of the conference. You must attend all conference training sessions to be eligible for the Certificate of Completion.

MPELRA Cancellation Policy

Notice of cancellation must be received by 4:00 p.m. on Tuesday, September 10, 2019. No refunds or credit will be given for cancellations received after September 10, 2019. 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 written notice that you will be sending a substitute and provide the substitute's full name, employer, and job title. The substitute's registration fee will be based on his/her membership status. If for any reason you are unable to attend the conference, please send your notice of cancellation or substitution to MPELRA, P. O. Box 235, Farmington, MI 48332-0235 or email it to treasurer@mpelra.org.

If you have questions, please call Barbara Wise Johnson, MPELRA Treasurer, at 313-460-1613.



2019 Annual Training Conference Registration Form

September 18 – 20, 2019

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

Check all that Apply:	Registration Fees	Member	Non-Member	Amount Enclosed
—	Early Registration (on or before 8-17-19)	\$230	\$250	\$ _____
—	Late Registration (on or after 8-18-19)	\$250	\$270	\$ _____
—	Retired Member Registration	\$100	N/A	\$ _____
—	Guest Registration*	N/A	\$100	\$ _____
* Guests are family members or friends, not business associates. The guest registration fee does not include conference notebook or complimentary gift.			Total	\$ _____

Registration Instructions

Early registration ends August 17, 2019. Registration will be accepted after that date, but late registration fees will apply. Notice of cancellation must be received by September 10, 2019.

Provide all requested information, including your fleece zip-up jacket size in the box to the right. 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. Please contact Barbara Wise Johnson, MPELRA Treasurer, at 313-460-1613 if you have any questions or need additional information.

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

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

2019 MPELRA Fleece Zip-Up Complimentary Jacket

Please indicate requested size below

Note: Jacket sizes run small, please consider sizing up one for appropriate fit. Also, we cannot guarantee size availability for registrations received after August 21, 2019.

Men Available Sizes

S M L XL 2XL 3XL 4XL

Men Requested Size: _____

Women Available Sizes

S M L XL 2XL 3XL 4XL

Women Requested Size: _____

No refunds or credits will be issued after Tuesday, September 10, 2019

MPELRA



2019 Annual Golf Outing

All Conference Attendees Invited!

Wednesday, September 18, 2019
The Legend at Shanty Creek Resorts

Prizes Awarded to:
Best Team Score, Closest to the Pin, Longest Putt



Scramble Format

Kick off the 2019 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!

Reserve Early!

Payment is due at the Pro Shop the morning of the outing. The cost of the Golf Outing is \$59 per person and includes your green fees and cart. 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 10:00 AM**, weather permitting.

GOLF REGISTRATION

Please complete the form below and return it as soon as possible, but no later than **August 30, 2019**.

Name: _____

Employer: _____

Phone: _____ Cell Phone: _____

Email: _____

Return this Registration Form to:

Kim Archambault, Calhoun County
Phone: 269-781-0992
Fax: 269-781-0984
Email: karchambault@calhouncountymi.gov

Payment is due at the Pro Shop the morning of the outing.

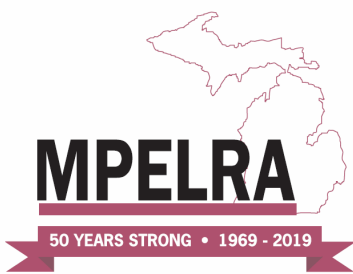
If you have someone you would like to be teamed up with, please provide their name(s) below.

Please team me up with:

Name: _____ Email: _____

Name: _____ Email: _____

Name: _____ Email: _____



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Grand Valley State University

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P.O. Box 235
Farmington, MI 48332-0235
www.mpelra.org

July 2, 2019

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 20, 2019 in conjunction with the 2019 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 20, 2019.

Sincerely,

Kim Archambault
MPELRA Secretary



SHANTY CREEK RESORTS*
SUMMIT · SCHUSS · CEDAR RIVER

MI Public Employer Labor Relations (MPELRA) (485971)

September 17 - September 20, 2019

8611-S

Reservations Must Be Received By: August 17, 2019

Reservation requests received after this date will still be accepted provided rooms are available.

PLEASE RETURN THIS FORM BY MAIL (OR) FAX TO:

Reservations Department • Shanty Creek Resorts

5780 Shanty Creek Road • Bellaire, MI 49615

Fax: 231.533.7004

Check-in begins at 5pm, Check-out is 12 Noon.

Name: _____

Address: _____ Home Phone: _____

City: _____ State: _____ Zip: _____ Business Phone: _____

Confirmation Email: _____ Fax: _____

You are welcome to arrive early or extend your stay following this scheduled event. At times, specified accommodations are not available prior to or following your event. If the room type requested is not available, we reserve the right to assign the next available room type and rate.

Arrival Date: _____ **Departure Date:** _____ **# Adults:** _____ **# Children:** _____

Quantity	Room Type	1 Adult	2 Adults	3 Adults	4 Adults
	1 Bedroom Suite Cedar River (2 Beds)	\$146	\$146	\$161	\$176
	2 Bedroom Suite Cedar River (3 Beds)	\$169	\$169	\$184	\$199

Additional guest fee is \$15.00 per person, per night. Children under 18 may stay free in their parents' room using existing bedding. The above rates are per room, per day, plus 6% state tax, 9% resort fee and 5% TCCVB fee.

IF YOUR ORGANIZATION IS STATE TAX EXEMPT, YOU MUST FURNISH A COPY OF THE STATE TAX EXEMPTION CERTIFICATE (Form 3372) WHEN MAKING YOUR RESERVATIONS.

THIS FORM MUST BE MAILED, EMAILED TO SCRRESERVATIONS@SHANTYCREEK.COM OR FAXED TO RECEIVE THE GROUP DISCOUNTED RATES.

Deposit Policy: Reservations must be guaranteed by credit card deposit or a check in the amount of the 1st nights lodging. A Reservations Agent will call within 24 hours of receiving this form to obtain your credit card number. Reservations that are not guaranteed with a credit card may be subject to cancellation.

If mailing a check, your reservation will be held for 10 days pending receipt of the check. If credit card deposit is made and organization then pays in full by check, refunds of credit cards are subject to a \$10.00 handling fee.

Cancellation Policy: Refund of your deposit will be made if cancellation occurs at least 5 days prior to arrival, less a \$10 handling fee.

Use of Debit cards at the resort for lodging or deposits may cause your financial institution to put a hold on your account for the total amount of the stay plus a \$50.00 per night incidental charge. The resort is not responsible for returned check fees resulting from this practice by your financial institution.

Do you have any special lodging requests? Barrier Free: _____ Other (Please Indicate): _____

We do our best to honor special requests, however we cannot guarantee them.

FOR QUESTIONS OR FOR MORE INFORMATION, PLEASE CALL 866.695.5012