



Michigan Public Employer Labor Relations Association
Friday, December 6, 2019
MSU - Henry Center for Executive Development
3535 Forest Road, Lansing, MI 48910



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Program Announcement

8:30 AM Registration and Continental Breakfast

9:00 AM President's Welcome

9:15 AM Evaluations – Why Do Them? And Dealing With An Aging Workforce

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

Managers sometimes struggle with how and when to assess employee performance with regular evaluations. Whether due to a lack of a plan, trying to figure out what assessment criteria to use, time constraints, or lack of experienced evaluators, evaluations can be harder than they may first appear. We will look at why employers do evaluations, the pitfalls of doing evaluations, and whether and how often you should do them.

While not the same issue, many employers are also coming to terms with how to deal with an aging workforce. While we hear about the changes in new employees and generations coming into the workforce, many employees are working longer than ever or re-entering the workforce for a number of reasons. We will discuss the legal and pragmatic issues that employers have to understand and navigate.

10:45 AM Boost Your Employee Health, Not Your Company Expenses

Amber Nichols, Wellness Coordinator, 44North

Investing in your employees' wellbeing can make a huge impact on any company! Healthier employees have the potential to create savings for everyone in the company. When your employees are unhealthy, they tend to need more health services, this increases health plan utilization, which turns into higher premium costs to the company health plan, leading to higher cost shares for employees. The good news? Workplace wellbeing initiatives do not have to be expensive or extremely intricate to make an impact. Join me to learn different ways to promote a culture of wellbeing in your company without the price tag.

12 Noon Lunch

1:30 PM Arbitration Case Studies

Earlene R. Baggett-Hayes, Attorney/Arbitrator

The session will entail a review of various case scenarios and identify some of the salient facts and circumstances which cause arbitrators to evaluate and interpret information in a certain manner. This analysis will be followed by discussions of potential rulings and reasons which support those decisions.

3:30 PM Adjournment

Program Registration Information

Registration 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 29, 2019**. Register and pay with a credit card online at www.mpelra.org or send the attached form along with your payment to 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

Next MPELRA Meeting

March 6, 2020

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)

Friday, December 6, 2019

Michigan State University
Henry Center for Executive Development
3535 Forest Road
Lansing, MI 48910
(517) 353-4350

\$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:** _____

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Name: _____ **Title:** _____

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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. You may also register and pay by credit card or via a PayPal account online at www.mpelra.org. **Registration is due by Friday, November 29, 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 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 29, 2019.
No refunds or credits will be issued after November 29, 2019.