



2021 Fall Virtual Training Agenda

All sessions approved for HRCI and SHRM Credits

Friday, September 17, 2021

12 Noon to 1:15 PM **Negotiating from a Distance**

Valerie Colbert-Osamuede, Deputy Director-Labor Relations, City of Detroit

The COVID-19 pandemic curtailed face-to-face negotiations. Yet, the duty to bargain did not stop with COVID-19. Thanks to an array of communication media, negotiations continued through virtual platforms such as Zoom. This presentation discusses the advantages and disadvantages of remote virtual negotiations and best practices for negotiating at more than an arm's length.

1:30 to 2:45 PM

Workers' Compensation Issues in a Remote Workplace

William Buie, Shareholder, Conklin Benham

Having our employees work from home, or other remote locations, does not eliminate potential workers' compensation claims. However, all injuries that occur during remote work are not necessarily work-related. This presentation will provide insight into key issues and concepts regarding workers' compensation claims by remote workers, including:

- Burden of proof
- No fault system
- Intentional misconduct
- Negligence
- Dual purpose activities
- Changes in pathology
- Mental disabilities
- Claims while working out of state

Friday, September 24, 2021

12 Noon to 1:15 PM **Employees Mental Health in American, Pre, During and Post COVID-19**

Kent Sharkey, President and Chief Executive Officer, Ulliance, Inc.

Employers and, therefore, human resource professionals are facing historic impacts to their emotional health and well-being. New research shows that stress and uncertainty are increasing already high instances of behavioral health issues in the work place. Almost half of your workforce is suffering from mental health issues as compared to pre-pandemic 2019. So what is your organization going to do about it? In this interactive session we will focus on the following:

What HR and employers can do to assist or hinder progress:

- The 5 dimensions of well-being;
- Aren't personal issues just that, personal? HR mind your own business;
- The cost of not paying attention to emotional well-being;
- Impact on employers;
- HR is listening, the Dr. is in; and
- Effective tools and strategies to implement and utilize

1:30 to 2:45 PM

Constructing a High Performance Health Plan

Jonathan Trionfi, CEBS®, Partner, Plante Moran

The health care and health insurance industries are changing rapidly due to advancing technologies, changing regulations, and unsustainable cost increases. In turn, employers have an increasingly difficult task to offer benefits that are both affordable and valued by employees. This session highlights the inefficiencies that must be addressed by employers to meet their objectives, and offers creative suggestions on how to construct a high-performance health plan. A high-performance health plan is one that helps patients navigate the complex health care system while driving lower costs and better health outcomes.



Friday, October 1, 2021

12 Noon to 1:15 PM **Initiating and Maintaining an Effective Diversity, Equity & Inclusion Program**
Tonya C. Bailey, Ph.D., Chief Diversity Officer, Lansing Community College

Today, many companies have gone from considering how to achieve diversity in the workplace to realizing the critical importance of building all three of these elements. Research shows that companies who prioritize diversity, equity, and inclusion (DEI) have better retention, more satisfied employees, better internal decision making, more innovation, and better financial returns. The diverse perspectives brought by different groups are proven in multiple studies to benefit both workplace satisfaction and the bottom line. You probably already have DEI initiatives in place, but how do you build on them to take your organization to the next level? This interactive session will provide attendees with nine tools to initiate and maintain an effective DEI program as well as provide actionable steps to ensure DEI thrives in your organization.

1:30 to 2:45 PM **The Benefits of Implementing an Informal or Formal Mentoring Program to Enhance Succession Planning**
Lee E. Meadows, Ph.D., Leadership Consultant

The focus on mentoring, as part of succession planning, has emerged as primary factors in the sustainability of organizations through talent retention and leadership development. As employees exercise a range of career options, brand and longevity are not the singular long-term attractors of talent that existed in previous years. Professional and personal commitments by the organization to the growth and development of its employees have emerged as critical to the mindset of career advancement. Research points to mentoring programs or processes as strategies for improving talent retention, nurturing a talent pipeline, and providing a seamless transition for succession planning. This workshop will focus on the critical elements needed to create, implement and sustain a mentoring process that builds the organizational pipeline and improves its succession planning.

Friday, October 8, 2021

11:45 AM to 12 Noon **MPELRA Annual Business Meeting – Election of Officers and Annual Reports**

12 Noon to 1:15 PM **A Year in Review: Critical Cases and Legislative Updates Affecting Michigan Public Employers**
Courtney Nichols, Shareholder & Labor and Employment Practice Group Leader, Plunkett Cooney

This presentation will review notable state and federal cases and legislative updates that impact public employers throughout the state of Michigan. Topics will include: evolution of rules and requirements during the COVID-19 pandemic, wage and hour updates, equal employment opportunity reporting mandates, medical leave and accommodation obligations, and notable United States Supreme Court decisions.

1:30 to 2:45 PM **The Evolving E-Workplace**
Clifford L. Hammond, Shareholder, Foster, Swift, Collins & Smith

The workplace is changing faster than ever before. With remote work and technological changes, employers have to find ways to manage the logistics and legal constraints of the modern e-workforce. Attorney Clifford Hammond will discuss how to deal with the intersection of employment law, wage and hour law, security concerns and the practical needs of addressing and adjusting to a flexible and remote work environment of the e-workplace as well.

REGISTER NOW! [Virtual Training Registration](#)

Registration for MPELRA's 2021 Fall Virtual Training Program is **FREE** and open to members and non-members, so please share the agenda and invite your colleagues/co-workers to join us. Although there is no charge to attend, registration is required. Click on the above link to register for the sessions you wish to attend. After you register you will receive a confirmation notice from MPELRA. On the morning of the event all persons registered will be sent an email containing the **Zoom link** to access the training presentation and a link to obtain copies of the training material.

Meet the Speakers

Listed in Order of Presentation

Valerie Colbert-Osamuede, Deputy Director-Labor Relations, City of Detroit **September 17, 2021, 12 Noon: Negotiating from a Distance**

Valerie Colbert-Osamuede is Deputy Director of Labor Relations for the City of Detroit. City of Detroit Labor Relations is responsible for the negotiation and administration of over 30 Master and Supplemental Agreements for the City's unionized workforce. As Deputy Director, Valerie is responsible for the daily management and direction of the Labor Relations Staff, developing labor policies, advising executive management, department directors and managers on labor matters. Valerie serves as Chief Negotiator for the principle collective bargaining agreements and oversees both the union and non-union grievance and arbitration process. Prior to serving as Deputy Director, she was the City's Chief Labor and Employment Attorney managing the City of Detroit's Labor and Employment Division to include the labor and employment practice group, police misconduct, and workers' compensation. Valerie is experienced in advocacy, policy development, collective bargaining which includes Fact Finding and Act 312 proceedings, grievance and arbitration administration, representation and unfair labor practice litigation before the Michigan Employment Relations Commission. Ms. Colbert-Osamuede earned her Bachelor of Arts at Michigan State University-James Madison College and her Juris Doctor from Case Western Reserve University.

William Buie, Shareholder, Conklin Benham **September 17, 2021, 1:30 PM: Workers Compensation Issues in a Remote Workplace**

William T. Buie joined Conklin Benham in September 2015, as a shareholder in the Ann Arbor office. He was previously a shareholder and managing attorney for the firm, Parsons, Bouwkamp & Buie. Mr. Buie brings over 30 years of legal experience, specializing in workers' compensation defense.

Mr. Buie is a member of the State Bar of Michigan Workers Compensation Section, State Bar of Florida and the Michigan Self Insurers Association.

Mr. Buie has a Martindale Hubbell peer review rating of AV Preeminent, the highest ranking given in legal ability and ethical standards.

Mr. Buie has extensive experience at all levels of workers' compensation defense from initial claims consideration, to trial practice, to arguments before the Michigan Supreme Court.

Mr. Buie is a frequent speaker and presenter on workers' disability compensation issues in Michigan.

Mr. Buie is a 1987 graduate of Eastern Michigan University with a bachelor's degree in business administration and a 1990 graduate of the Toledo College of Law.

Mr. Buie's representative clients include Cincinnati Insurance Company, Michigan Municipal League, Ameritrust Group, Manufacturing Technology Mutual Insurance Company, Sedgwick, Gallagher Bassett, Coverys, Michigan Retailers Insurance, Sparrow Health Center and Covenant Healthcare.

Kent Sharkey, President and Chief Executive Officer, Ulliance, Inc. **September 24, 2021, 12 Noon: Employees Mental Health in American, Pre, During and Post COVID-19**

Kent Sharkey, president, chief executive officer, and founder of Ulliance, Inc. oversees strategic operations of the international service company that provides human resources services including Total Well-being programs, student assistance programs, employee assistance, training, leadership development, career transition services, professional health monitoring, and crisis management.

In the company's 30+ year history, Kent has been instrumental in growing the company to serve more than 300 organizations throughout the U.S., Canada, Mexico, Brazil, and Europe providing health and wellness programs to nearly one million people. Ulliance works with many municipalities and public sector employers.



Kent Sharkey, President and Chief Executive Officer, Ulliance, Inc. (continued):

Through his experience as a licensed psychotherapist and business professional, Kent is able to discuss behavioral healthcare issues and its impact on organizations. Kent has shared his thoughts and expertise in emotional wellness strategy, performance management, and workplace crisis management in various print and broadcast media outlets including Crain's Detroit Business, DBusiness, The Detroit Free Press, WJBK Fox 2 News & talk radio. Kent was named a finalist for EY Entrepreneur of the Year.

Kent holds a Bachelor of Arts in Psychology and a Master of Social Work, both from the University of Michigan.

Jonathan Trionfi, CEBS®, Partner, Plante Moran

September 24, 2021, 1:30 PM: Constructing a High Performance Health Plan

I'm responsible for helping my clients develop effective benefits strategies that address cost, compliance, and administration within their organizations. My expertise includes health and welfare benefits procurement, negotiations, cost analysis, underwriting, and general healthcare strategy. Additionally, as one of six Health Rosetta Advisors in the State of Michigan, I am a fierce proponent of transparency in health care.

My clients appreciate that I treat their problems and concerns as my own and that I work as an extension of their organization. They know I'm someone who's dedicated to fixing the healthcare problem in the United States and, because of that desire, I have a willingness to roll up my sleeves and solve complex problems.

Occasionally, I speak to different industry groups on current issues. At a Michigan Municipal Risk Management Association's conference, I discussed OPEB (other post-employment benefits) liabilities (legacy benefit costs). I've also spoken at conferences sponsored by the Michigan School Business Officials on the Affordable Care Act, Michigan Public Act 152, and general benefits strategies.

I belong to the Detroit chapter of the International Society of Certified Employee Benefit Specialists. I received a B.A. in political economy and economics from Michigan State University.

I enjoy spending time with my wife, Melissa, and my two boys, Miles and Asher. I also enjoy attending MSU football games and rock concerts. Additionally, I'm a self-taught guitar player and still play the occasional video game — in my rare free time.

Tonya C. Bailey, Ph.D., Chief Diversity Officer, Lansing Community College

October 1, 2021, 12 Noon: Initiating and Maintaining an Effective Diversity, Equity & Inclusion Program

Born and raised in Flint, MI where she attended Luke M. Powers Catholic High School and graduated from Flint Northwestern High School. Tonya is a graduate of the University of Evansville, Indiana where she received her Bachelor of Science Degree in Mass Communication, and her Master's degree in Public Administration from the University of Michigan Rackham Graduate School, Ann Arbor, Michigan. Tonya has completed her Ph.D. studies in Educational Leadership from Central Michigan University. The focus of her research is measuring sense of belonging among first-generation African American students at predominately white institutions and the role high impact practices play in their belongingness and retention. She is also a KCP Future Faculty Fellow and has taught in higher education for over 10 years including within the College of Arts and Sciences at the University of Michigan-Flint wherein she has served on numerous faculty committees, administrative task force groups and higher education initiatives. Currently, Tonya serves as the Chief Diversity Officer at Lansing Community College.

With over 20+ years of experience in higher education administering student success initiatives, providing instruction and inspiring audiences and organizations, Tonya's lives by the motto, "You don't become great, until you make someone else greater!" Tonya finds time to volunteer and serve in her community and is on various boards including Big Brothers, Big Sisters of Flint wherein she serves as 1st Vice Chair.

Other Workshops and Trainings:

- Diversity, Equity & Inclusion 101
- Sexual Harassment in the Workplace
- Being Equity-Minded during Online Teaching/Learning
- Avoiding Bias in the Hiring Process
- Including Inclusion in Your Work



Lee E. Meadows, Ph.D., Leadership Consultant

October 1, 2021, 1:30 PM: The Benefits of Implementing an Informal or Formal Mentoring Program to Enhance Succession Planning

Lee E. Meadows, is an adjunct Professor of Management at Walsh College and a Consultant with over 30 years of experience working in, consulting for, writing about and presenting on Diversity, Equity and Inclusion issues. He has a strong background in Human Resources and is on the forefront of identifying trends that will impact the profession.

As a Human Resource professional, his practical experiences include having worked at Michigan State University, General Motors, the Kellogg Foundation, EDS/A.T. Kearney, Consulting Services, and Con-Way Transportation Services.

He is currently the President of the State of Michigan Chapter of the National Association of African Americans in Human Resources.

His ongoing activities in Diversity, Equity and Inclusion have been focused on course design and delivery, writing articles, designing and delivering workshops, consulting on DE&I implementation and presenting at academic and professional conferences. He has successfully worked with for profit, non-profit and government agencies in building sustainable DE&I practices.

He publishes monthly articles on his LinkedIn page and remains active in designing, developing and delivering leadership and DE&I strategies for several organizations.

He is the author of the business leadership fable: Take the Lull by the Horns: Closing the Leadership Gap.

Courtney Nichols, Shareholder & Labor and Employment Practice Group Leader, Plunkett Cooney

October 8, 2021, 12 Noon: A Year in Review: Critical Cases and Legislative Updates Affecting Michigan Public Employers

Courtney Nichols is a Shareholder and Labor and Employment Practice Group Leader at Plunkett Cooney. Ms. Nichols represents employers in workforce-related litigation under state and federal law, including disputes involving allegations of wrongful termination, discrimination, retaliation, and wage and hour violations. Ms. Nichols also advises employers on complicated contractual issues and conducts in-house training for employers of various sizes. In addition, she represents employers in administrative matters before the NLRB, DOL, and EEOC.

Clifford L. Hammond, Shareholder, Foster, Swift, Collins & Smith

October 8, 2021, 1:30 PM: The Evolving E-Workplace

Clifford Hammond is a member of Foster Swift's Employers Services practice group in the Southfield and Lansing offices where he focuses his practice on employment and labor law counsel and litigation. He has extensive experience with the National Labor Relations Act, Michigan Employment Relations Commission, Federal and State Courts, State and Federal administrative agency proceedings, collective bargaining, arbitration, mediation, union avoidance, employment litigation, and dispute resolution.

He is well versed in employment and labor law and regularly conducts seminars to groups, including: The American Hospital Association, American Society of Employers, Michigan Health and Hospital Association and Airport Minority Advisory Council. Clifford has also written publications on unionization trends, the National Labor Relations Board, developments in employment law, The Affordable Care Act; employee classification determinations, developments in wage and hour law, and handling employee discipline and counseling.

He is also co-chair of the Labor & Employment Committee for the Michigan Defense Trial Counsel, as well as a member of the Defense Research Institute, and Michigan Council of the Society for Human Resource Management.

Practice Areas: Employer Services, Employment Law, Employment Litigation, Labor Relations

Education: Widener University School of Law, J.D.; University of Delaware, B.A.

Bar and Court Admissions: Michigan U.S. District Court for the Eastern District of Michigan

Honors & Recognitions: Michigan Super Lawyers, "Rising Star" 2015; Michigan Lawyers Weekly, "Up & Coming Lawyer" 2010