



Michigan Public Employer Labor Relations Association

Friday, June 3, 2022

Barton Hills Country Club

730 Country Club Road, Ann Arbor, MI 48105



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

Program Announcement



The use of this seal confirms MPELRA is recognized by SHRM to offer Professional Development Credits (PDC) for SHRM-CP or SHRM-SCP.

8:30 AM Registration and Continental Breakfast

9:00 AM President's Welcome

9:15 AM The Great Recession vs. The Opportunity

Jordie Kramer, Director – Organizational Development, Great Lakes Water Authority; John Randle, HR Director, City of Farmington Hills; and Eric Herppich, Assistant Vice President of Labor and Employee Relations, Oakland University - HR

During this session we will explore three main issues of employers today:

- Are you experiencing significant turnover? What's driving it? What are you doing about it? HR professionals are facing these questions on a daily basis. This workshop will present what others are doing to address these issues so you can bring back some creative ideas to your organization.
- Changes in your recruitment efforts? What is working? What is not working? What are you doing to find great employees? This will be discussed and explored to assist you to make changes to your current recruiting and hiring practices.
- What does the workplace look like today? Do you have or need flexibility in the workplace? Employees have been working from home for almost 2 years now and some are demanding it continue. This is a hot topic for most employers. We will explore the trends, issues, highlights and downside to this trend.

11:00 AM Taking Back Control Over Emotional Well-Being

Kent Sharkey, President & CEO of Ulliance, Inc., Life Advisor Well-Being (EAP) Licensed Psychotherapist

Human Resource professionals are and have been under constant siege going on 3 years and counting. Their employees, colleagues, and most importantly their own emotional well-being has never been tested or impacted so much. There is a general "funk" surrounding many people. We all seem to be sick and tired of being sick and tired. Latest research shows that nearly 50% of your workforce is suffering from mental health issues as compared to pre-pandemic 2019. So, what can you do about it if you can't control outside factors that have created this new (ab)normal? Is work/life balance just an illusion? Or is it achievable?

In this interactive workshop you will learn the following:

- What is emotional well-being?
- Understand where you are on the emotional health scale
- How to make small incremental changes that add up over time
- How to increase your mental toughness
- Reenergize your passion for work and your life
- How best to support your employees

12:30 PM Lunch

1:30 PM Developments in Drug Testing in the Public Sector

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

Drug testing in the workplace continues to be a challenging issue for employers. When can an employer lawfully employ a drug screen. What types of accommodations must be made? And how do changing legalization of drugs and the pragmatics of staffing impact drug testing. Balancing the needs of federal, state, and local requirements that can potentially impact employers and classifications of employees in each state differently takes thought and consideration. These can create unexpected hurdles to drafting and implementing a fair and lawful drug policy. We will review and discuss updates in testing requirements and how to analyze the right process for your workplace.

3:00 PM Adjournment

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 **May 27, 2022** online at 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



Program Registration Form

(You may also register and pay by credit card or PayPal online at www.mpelra.org)

Friday, June 3, 2022
Barton Hills Country Club
730 Country Club Road
Ann Arbor, MI 48105
(734) 663-8511

\$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 PayPal online at www.mpelra.org. **Registration is due by Friday, May 27, 2022.** 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, May 27, 2022.***
No refunds or credits will be issued after May 27, 2022.