



Michigan Public Employers Labor Relations Association

Friday, December 1, 2023

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 Legal Update

Richard W. Fanning, Jr., Senior Counsel, Clark Hill, PLC, and
Steven H. Schwartz, Attorney, Steven H. Schwartz & Associates, PLC

The Michigan Legislature has made many significant changes to the Public Employment Relations Act, the School Code, and other laws that will dramatically impact public employers in collective bargaining and other areas of their relationship with employees. Rick and Steve will highlight these important changes and discuss practical steps for public employers to take as we move into this "re-reformed" future. This will be a discussion format so please be prepared with your questions and concerns.

10:45 AM Flexible Work, the Antidote to Nine to Five Schedules

Kimberly D. Hall-Wagner, Esq. Chief Policy & Compensation Officer, City of Detroit

After decades of office nine to five and two years of pandemic-induced remote work, more employers have become aware of the importance of a good work-life balance. Flexible work schedules are the antidote to nine to five schedules. A flexible workplace considers the needs of the employer and employee with flexible work arrangements that support improved work-life balance, and this doesn't just mean remote working. Discussion during this presentation will focus on:

- Building and facilitating a flexible work schedule,
- Getting management and leadership buy in,
- Developing policies, procedures, and guidelines,
- Benefits of Flexible work schedules,
- Disadvantages of flexible work schedules,
- Thinking beyond the office worker,
- Resources for developing your flexible work schedules,
- and much more.

12:15 PM Lunch

1:15 PM Advocacy in Arbitration: Tips from the Arbitrator

Mark J. Glazer, Arbitrator

This presentation will provide you the opportunity to learn from an arbitrator's perspective:

- The mechanics of arbitration,
- Effective advocacy,
- Evidentiary Issues,
- Analysis of past practice,
- Discipline of employees,
- Interpreting the collective bargaining agreement,
- Problems presented and outcomes based on actual cases, and
- Q & A.

3:00 PM Adjournment

Program Registration Information

The registration fee, which includes lunch, is \$80.00 for members and \$90.00 for non-members. In order for us to obtain a more accurate estimate of attendees, please make reservations by **November 24, 2023** 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.