



2025 Annual Training Conference Agenda

September 24 – 26, 2025

Grand Traverse Resort and Spa, 100 Grand Traverse Village Blvd., Acme, MI

"Heating Things Up: Igniting Innovation in Labor Relations"

Wednesday, September 24, 2025

- 8:00 a.m. President's Golf Outing, Grand Traverse Resort and Spa
- 12 Noon New Members/First Time Attendees Session
- 1:00 p.m. Conference Registration
- 1:30 p.m. President's Reception
- 2:45 p.m. President's Welcome
- 3:00 p.m. **Strategic Planning for the Public Sector: Why It Matters and How to Make It Work**
Becky Davenport, Founding Partner, Strategiz, LLC
Join us for an engaging presentation that explores the *why*, *how* and *what* of strategic planning in the public sector. We'll discuss why investing time and resources into strategic planning is essential, what role you play in the process, and how to develop and implement a plan that drives meaningful results.
- 4:30 p.m. **Trial By Fire: A Legal Update**
Helen "Lizzie" Mills, Attorney, Fahey Schultz Burzych Rhodes, PLC
This session will provide an update on legislative developments, case law, and enforcement trends to keep your organization's feet out of the fire when it comes to labor and employment strategies.
- 6:15 p.m. Dinner and An Evening of Fun

Thursday, September 25, 2025

- 8:00 a.m. Conference Registration
MPELRA Buffet Breakfast
- 9:00 a.m. **Labor Arbitration Workshop**
Brandon Fournier, Attorney, Shifman Fournier PLC; Peter Sudnick, Attorney, Peter P. Sudnick PC; Doyle O'Connor, Arbitrator
Join labor attorney's Brandon Fournier and Peter Sudnick as they present arbitration scenarios to experienced arbitrator Doyle O'Connor. During the presentation the advocates will participate in scenarios designed to create examples of arbitration settings and decisions. The session will conclude with a general question and answer session providing attendees an opportunity to ask questions of the panel on the scenarios presented, arbitration and more.

Thursday, September 25, 2025 *continued*

11:15 a.m. **Docs or It Didn't Happen: The Importance of Proper HR Documentation**

Megan Norris, Attorney, Miller, Canfield, Paddock and Stone

IF an issue is not documented, it might as well not exist. Proper documentation is the backbone of effective HR Management and a powerful defense against legal challenges. A strong paper trail goes a long way in protecting your organization and employees. In this session we will explore the best practices for maintaining airtight records on performance, investigations and leave.

12:15 p.m. MPELRA Luncheon

1:30 p.m. **Understanding the Earned Sick Time Act (ESTA): A Guide for Public Employers**

Andrew Niedzinski, Director, Wage and Hour Division, Michigan Department of Labor and Economic Opportunity

This presentation provides a focused overview of Michigan's Earned Sick Time Act (ESTA), designed for public sector labor relations professionals and municipal government employees. We'll begin with a brief look at how we got here, covering the legislative history of ESTA, including its origins as a citizen initiative, subsequent legislative amendments, and recent updates to enforcement and interpretation.

3:00 p.m. **AI in HR: Smart, Practical & Hands-On Applications for Michigan's Public Sector**

Anthony Moggio, Finance Director & Treasurer and Joellen LaBaere Haines, Human Resources Director, City of Rochester

Artificial Intelligence isn't the future — it's a tool you can use right now to work smarter, faster, and more creatively in your HR role. Whether you're curious or already experimenting, you'll leave with fresh ideas, practical tools, and the confidence to bring AI into your HR toolkit — *ethically, effectively, and with impact.*

5:30 p.m. Reception

6:30 p.m. Banquet

8:00 p.m. An Evening of Entertainment

Friday, September 26, 2025

8:00 a.m. Annual Business Meeting – Election of Officers, Annual Reports

MPELRA Buffet Breakfast

9:00 a.m. **Strategic Compensation Planning and Communicating with Your Governing Board**

Jaymes Vettraino, Managing Partner, Vettraino Consulting LLC

Compensation plans are continuously evolving and governing boards are dynamic; HR needs to have proactive strategies to manage both. This session will explore maintenance of compensation plans and effectively communicating compensation needs to elected officials. While formal classification and compensation studies provide a critical foundation, they are just the start. Regular communication with your board, managing stakeholder expectations, conducting mini comp studies, and transparent succession planning should all be a part of strategic HR management. Attendees will share ideas for maintaining fair compensation plans and communicating effectively with elected officials, ensuring they have the information (and processes) needed to keep your organization competitive.



Friday, September 26, 2025 *continued*

10:30 a.m. **MERC Case Update & More**

Sidney McBride, Bureau Director, Michigan Employment Relations Commission (MERC)

This session will provide an overview of key MERC case rulings and other agency updates since September 2024.

11:45 a.m. Prize Drawing *(You must be present to win!)*

12 Noon Adjourn