

44TH ANNUAL TRAINING CONFERENCE

Discover the New World

*of Human Resources &
Labor Relations*



MPELRA



MPELRA

SEPTEMBER 18-20, 2013
SHANTY CREEK RESORT
BELLAIRE, MICHIGAN

2013 MPELRA ANNUAL CONFERENCE AGENDA

Discover the New World of Human Resources & Labor Relations

Wednesday, September 18, 2013

- 8:00 a.m. Golf Outing at the Legend Golf Course, Shanty Creek
- 1:00 - 3:00 p.m. Welcome Lunch
- 2:00 - 3:00 p.m. Conference Registration
- 3:00 - 3:15 p.m. President's Welcome
- 3:15 - 4:30 p.m. **Healthcare Reform: Exploring Strategies & Decision-Making in the Final Push to 2014**
Keith Friede, Area Vice President, Gallagher Benefit Services
- With nearly full implementation of the Affordable Care Act coming in 2014, public sector organizations must address a complex array of plan eligibility terms, employee contribution requirements, hours/scheduling/staffing, management issues, and collective bargaining issues. This session will explore the public employer value proposition that require making choices and decisions that have significant financial impact. We will analyze the Affordable Care Act's impact on benefits administration, total rewards management and organizational strategy to help you effectively navigate through the change and uncertainty.
- 4:45 - 5:30 p.m. **The "State" of Michigan**
Ed Plawecki, General Counsel & Director of Government Relations, UHY - LLP
- A candid discussion concerning recent events, present perspective, and future outlook for municipalities, schools and public services in Michigan.
- 5:45 - 6:45 p.m. President's Reception

Thursday, September 19, 2013

- 8:00 - 9:00 a.m. Continental Breakfast and Conference Registration
- 9:00 - 10:15 a.m. **Exploring Challenges, Opportunities and Strategies in the Era of Emergency Managers and Limited Resources**
Amanda Van Dusen, Principal and Leader Public Law Group, Miller Canfield
- With all the national attention and speculation on Michigan, this session will explore the powers, process and options under the new emergency manager statute; how a Chapter 9 municipal bankruptcy may play out, compared to a private sector filing; and recent developments in Michigan involving pensions, other employee benefits, and property taxes which create challenges and opportunities for local governments.
- 10:30 - 11:45 a.m. **Taking Well-Placed Steps to Navigate and Avoid Health Care Costs**
Cindy Pavella, Account Director, Cornerstone Municipal Advisory Group
- Employers are desperate to know what can be done to contain rising health care costs. Many have made plan design changes with higher deductibles, imposed higher employee cost share, negotiated rates and administrative fees with their health insurers, and implemented utilization management programs. But what can we do to avoid cost? This session will explore the benefits of employer-sponsored health and wellness centers, as well as the opportunities made available through the Affordable Care Act to implement wellness programs.
- 11:45 a.m. - 1:15 p.m. Lunch on your own

2013 MPELRA ANNUAL CONFERENCE AGENDA CONTINUED

Thursday, September 19, 2013 *continued*

- 1:15 - 2:30 p.m. **Navigating at the Bargaining Table: The Profile of a Successful Negotiator**
Steven Stratton, Labor Relations Director, Ferris State University
- In this highly interactive workshop, participants will discuss real life bargaining situations and examine how issues have been confronted and resolved by experienced negotiators. Participants will have an opportunity to learn from others' mistakes before you have to learn from your own! Fun is guaranteed.
- 2:45 - 4:00 p.m. **Exploring the Possibility That One Ship Can Do the Job of Two: Case Study for Consolidation of Public Services**
Steven H. Schwartz, Attorney, Steven H. Schwartz and Associates, PLC
- Using the City of Bay City's consolidation of its Police and Fire Departments as a case study, this session explores the labor relations, administrative and legal issues of implementing a substantial organization change.
- 5:30 - 6:30 p.m. Reception
- 6:30 p.m. Banquet and Farewell to President Charles Cleaver

Friday, September 20, 2013

- 8:00 - 8:45 a.m. Business Breakfast, Election of Officers, Annual Treasurer and Secretary's Report
- 9:00 - 10:15 a.m. **Michigan's Freedom to Work - What Does It Mean for the Public Sector**
Travis Calderwood, Administrative Law Specialist
LARA/MERC Bureau of Employment Relations
- This session explores the historical evolution of collective bargaining and "Freedom to Work." It includes an examination of Public Act 349, the resulting changes to PERA and provides clarity to who is and is not covered under the Act and effective dates. We will discuss common questions and misconceptions on behalf of employers, employees and bargaining representatives. The session will conclude with a discussion on navigating advanced issues that are likely to arise, including accretion of newly classified unit members to pre-existing contracts, grievance processing, enforcement of civil fines, and exclusivity/members only.
- 10:30 - 11:45 a.m. **Legal Update and Outcome of Challenges Involving Public Act 54, Public Act 152, Public Act 312 and MERC Highlights**
Dennis B. DuBay, Attorney and Richard W. Fanning, Attorney
Keller Thoma, P.C.
- This session will explore the on-going legal and legislative challenges to three important Public Acts which were passed in 2011. Public Act 54, Public Act 152 (also known as the Publicly Funded Health Insurance Contribution Act) and Public Act 116 (which amended Public Act 312). The update will provide insight on how these important pieces of legislation may be impacted by the pending challenges, and what that could mean for public employers in Michigan. This session will also highlight other MERC decisions that may impact public employers.
- 11:45 a.m. Adjourn

2013 MPELRA ANNUAL CONFERENCE

REGISTRATION INFORMATION

Registration Fees

<u>Participant Status</u>	<u>Early Registration (on or before 8/17/13)</u>	<u>Late Registration (on or after 8/18/13)</u>
Member	\$210	\$230
Non-Member	\$230	\$250
Retired Member	\$75	\$75
Guest *	\$75	\$75

*Guest registration fee includes all sessions and events but not the conference binder or gift. Guests are family members or friends, not business associates.

Registration Instructions

Mail the enclosed Conference Registration Form and your check, made payable to **MPELRA**, to MPELRA, P.O. Box 235, Farmington, MI 48332-0235. Or, if you wish to register and pay at a later date, email the form to treasurer@mpelra.org. You may also register online and pay by credit card or PayPal at www.mpelra.org.

Scheduled Meal/Social Events

Three meal events with special programs have been scheduled:

- Wednesday: The Welcome Brunch
- Thursday: Continental Breakfast and Banquet Dinner
- Friday: Breakfast Meeting

Hors d'oeuvres receptions are scheduled on Wednesday and Thursday evenings.

Lodging

Hotel reservations must be made directly with Shanty Creek Resorts. To ensure you receive the special conference rate, please fax or mail the enclosed hotel reservation form to the resort by August 17, 2013.

Attire

Resort casual for workshops and events.

Note: The heating, ventilation and air conditioning systems are controlled by the on-site facility. Every effort will be made to maintain the room temperature at a level that will be comfortable for all participants. However, we encourage you to dress in layers so you can make adjustments for your personal comfort.

HRCI Recertification Credits

All programs have been submitted for approval towards recertification credit hours for PHR, SPHR, or GPHR through the Human Resource Certification Institute (HRCI). Notice will be posted on the MPELRA website when the HRCI credits have been approved.

To pre-register for HRCI recertification credit hours for the 2013 MPELRA Annual Conference, please check the HRCI Participant box on your conference registration form. If you pre-register, your Certificate of Completion will be available for pick-up at the registration desk on Friday, September 20, 2013 at the conclusion of the conference. You must attend all conference training sessions to be eligible for the Certificate of Completion.

MPELRA Cancellation Policy

Notice of cancellation must be received by 4:00 p.m. on Wednesday, September 11, 2013. No refunds or credit will be given for cancellations received after September 11, 2013. Persons who register but fail to attend and provide notice of cancellation in accordance with this policy are required to pay MPELRA the full registration fee. Substitutes are permitted at any time, however, you must provide written notice that you will be sending a substitute and provide the substitute's full name, employer, and job title. The substitute's registration fee will be based on his/her membership status. If for any reason you are unable to attend the conference, please send your notice of cancellation or substitution to MPELRA, P. O. Box 235, Farmington, MI. 48332-0235 or email it to treasurer@mpelra.org.

If you have questions, please call Barbara Wise Johnson, MPELRA Treasurer, on 313 460-1613.



MPELRA
Michigan Public Employer
Labor Relations Association

CONFERENCE REGISTRATION FORM

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

44th MPELRA Annual Conference Summit Village at Shanty Creek Resort Bellaire, MI September 18 - 20, 2013

Name: _____

Title: _____

Employer: _____

Address: _____

Do you wish to receive HR Certification Institute credits for conference participation? Yes ___ No ___

Phone: _____ Email Address: _____

Arrival Date: _____ Guest's Name: _____

Check all that Apply:	<u>Registration Fees</u>	<u>Member Rate</u>	<u>Non-Member Rate</u>	<u>Amount Enclosed</u>
_____	Early Registration (on or before 8-17-13)	\$210	\$230	\$ _____
_____	Late Registration (on or after 8-18-13)	\$230	\$250	\$ _____
_____	Retired Member Registration	\$75	N/A	\$ _____
_____	Guest Registration	N/A	\$75	\$ _____
			Total	\$ _____

Note: Guests are family members or friends, not business associates. The guest registration fee does not include conference binder or complimentary gift.

Registration Instructions

Early registration ends August 17, 2013. Registrations will be accepted after that date, but late registration fees will apply. Notice of cancellation must be received by 4:00 p.m. on September 11, 2013.

Provide all requested information, including your jacket size in the box to the right. Mail this registration form to the address below or send it via email to treasurer@mpelra.org. You may also register online and pay by credit card or PayPal at www.mpelra.org. Please contact Barbara Wise Johnson, MPELRA Treasurer, at 313-460-1613 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

No refunds will be issued after September 11, 2013.

2013 MPELRA Annual Conference Complimentary Wind Jacket

Please Indicate Your Jacket Size Below

Note: We cannot guarantee size availability for registrations received after August 26, 2013.

Men Available Sizes

S M L XL 2XL 3XL 4XL 5XL 6XL

My Requested Size: _____

Women Available Sizes

XS S M L XL 2XL 3XL 4XL

Women's jackets run small, therefore, we suggest you order your jacket one size larger than you normally wear (e.g., if you wear M, order L).

My Requested Size: _____



SHANTY CREEK RESORTS*
SUMMIT • SCHUSS • CEDAR RIVER

MPELRA (69808)
September 17-19, 2013

Reservations Must Be Received By: August 17, 2013

Reservation requests received after this date will still be accepted provided rooms are available.

PLEASE RETURN THIS FORM BY MAIL (OR) FAX TO:

Reservations Department • Shanty Creek Resorts
5780 Shanty Creek Road • Bellaire, MI 49615
Fax: 231.533.7004
Check-in begins at 6pm, Check-out is 12 Noon.

Name: _____

Address: _____ Home Phone: _____

City: _____ State: _____ Zip: _____ Business Phone: _____

Confirmation Email: _____ Fax: _____

You are welcome to arrive early or extend your stay following this scheduled event. At times specified accommodations are not available prior to or following your event. If the room type requested is not available, we reserve the right to assign the next available room type and rate.

Arrival Date: _____ **Departure Date:** _____ **# Adults:** _____ **# Children:** _____

Quantity	Room Type	1 Adult	2 Adults	3 Adults	4 Adults
	Guest Room (2 Beds)	\$122	\$122	\$137	\$152
	Parlor Studio (1 Bed)	\$144	\$144		
	2 Bedroom Condo (Up to 4 People)	\$315	\$315	\$315	\$315

Additional guest fee is \$15.00 per person, per night. Children under 18 may stay free in their parents' room using existing bedding. The above rates are per room, per day, plus 6% state tax, 9% resort fee and 5% TCCVB fee.

IF YOUR ORGANIZATION IS STATE TAX EXEMPT YOU MUST FURNISH A COPY OF THE STATE TAX EXEMPTION CERTIFICATE WHEN MAKING YOUR RESERVATIONS.

THIS FORM MUST BE MAILED OR FAXED IN TO RECEIVE THE GROUP DISCOUNTED RATES.

Deposit Policy: You must guarantee your room reservation with a major credit card or a check for deposit of 1st nights lodging. Credit card **WILL BE** charged for the above deposit. **Use of Debit cards at the resort for lodging or deposits may cause your financial institution to put a hold on your account for the total amount of the stay plus a \$50.00 per night incidental charge. The resort is not responsible for returned check fees resulting from this practice by your financial institution.** Refund of your deposit will be made if cancellation occurs at least 5 days prior to arrival, less a \$10 handling fee.

Card Number: _____ Expiration Date: _____

If Mailing a Check, Please Note on the Line Above. Your reservation will be held for 10 days pending receipt of the check. If credit card deposit is made and organization pays in full by check refunds of credit card are subject to a \$10.00 handling fee.

Signature (Required): _____ Printed Name _____

Do you have any special lodging requests? Barrier Free: ___ Other (Please Indicate): _____

We do our best to honor special requests, however we cannot guarantee them.

FOR QUESTIONS OR FOR MORE INFORMATION, PLEASE CALL 800.678.4111