



National PELRA



Texas Public Employers Labor Relations Association

TMHRA
Texas Municipal Human Resources Association

Texas Public Employers Labor Relations Association (TXPELRA) Annual Workshop

February 7, 2018

Sugarland, Texas

Co-Sponsored by
Texas Public Employers Labor Relations Association (TXPELRA)
and Texas Municipal Human Resources Association (TMHRA)



Texas Public Employers Labor Relations Association

Welcome and Workshop Overview

Welcome to the TXPELRA workshop!

Harold Cates, TXPELRA President

Human Resources Manager, City of Fort Worth



Welcome and Workshop Overview

- Today's Agenda
- TXPELRA Updates
- National PELRA Updates



Texas Public Employers Labor Relations Association

Today's Agenda

8:30-9:30 a.m.

Registration

9:00-9:15 a.m.

Welcome - TXPELRA President; Harold R. Cates,
HR Manager, City of Fort Worth

9:15-9:30 a.m.

National PELRA Update - National PELRA President Melanie Ault, Minnesota

9:30-10:45 a.m.

Preparing the Workplace for the Worst,
U.S. Department of Homeland Security

10:45-11:00 a.m.

Break

11:00 -12:15 p.m.

Concurrent Sessions

Track 1: The Law & Practical Reality of Collective Bargaining - Michael V. Abcarian,
Regional Managing Partner, Fisher & Phillips, LLP

Track 2: Transgender Employees & the Workplace - Laws, Policies, & Best Practices
Whitney M. Kummerow, Associate Attorney, Hancock Estabrook, LLP

12:15-1:15 p.m.

Lunch (provided)

1:15-2:45 p.m.

Concurrent Sessions

Track 1: Tools for Success at the Bargaining Table and Beyond - Michael V. Abcarian,
Regional Managing Partner, Fisher & Phillips, LLP

Track 2: Pitfalls of Ineffective Investigations

Bradley W. Howard, Attorney, Brown & Fortunato, P.C.

2:45-3:00 p.m.

Break

3:00-5:00 p.m.

Labor Regulations Legal Update

Bettye Lynn, Partner, Lynn Ross & Gannaway, LLP

5:30-6:45 p.m.

Fireside Chat



TXPELRA Update

- Meet the TXPELRA Board
- Joint Meeting of TXPELRA with TMHRA Board
- Elective Academy: Investigations Process - September 13, 2017
 - Program Summary
- Membership Update

TXPELRA - Meet the Board!

President:

Harold R. Cates,
HR Manager of Compensation, Classification
and Civil Service
Fort Worth, 908 Monroe St.
Fort Worth, TX 76102
Email: harold.cates@fortworthtexas.gov
Phone: (817) 392-7772

Vice President

Shante Akafia
Director of Human Resources/Risk
Management
City of Plano, 1520 K Avenue, Suite 130
Plano, TX 75074
Email: shantea@plano.gov
Phone: (972) 941-5310

Secretary

Cheryl Dunlop
Director of Administrative Services
City of Rockwall, 385 South Goliad
Rockwall, TX 75087
Email: cdunlop@rockwall.com
Phone: (972) 772-6407

Board Members

Tadd Phillips

Human Resources Director
City of Georgetown, 113 East 8th Street
Georgetown, TX 78626
Email: tadd.phillips@georgetown.org
Phone: (512) 930-2504

Craig Barnes

Human Resources Manager
City of Plano, 1520 K Avenue, Suite 130
Plano, TX 75074
Email: craigb@plano.gov
Phone: (972) 941-5310

Elliot Harper

Deputy Civil Service Director
113 East 8th Street
Georgetown, TX 78626
Email: elliot.harper@georgetown.org
Phone: (512) 931-7645

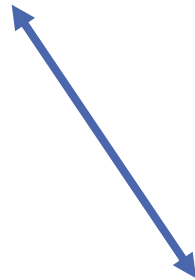
Andre Houser

Human Resources Director
City of Conroe, 300 W. Davis
Conroe, Texas 77301
Email: ahouser@cityofconroe.org
Phone: (932) 522-3150

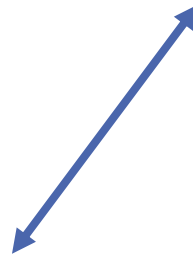
TXPELRA - How are we organized?



National PELRA



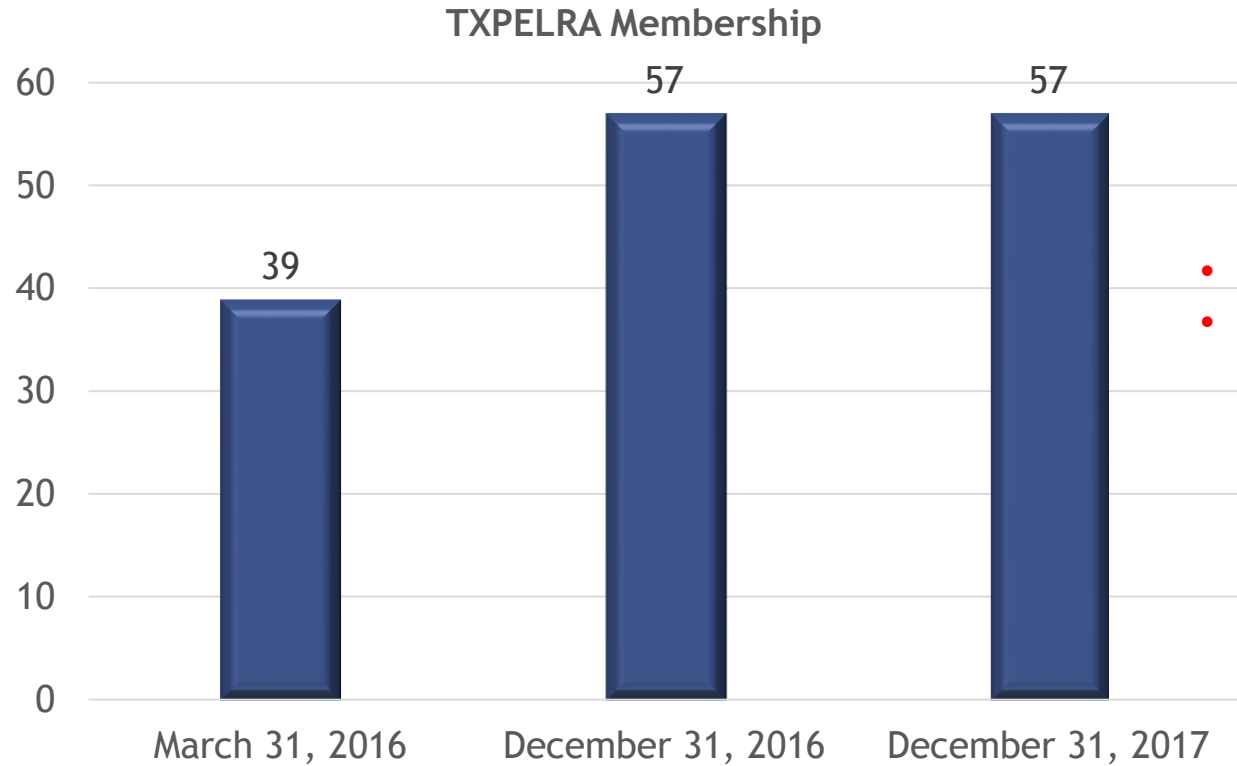
Texas Public Employers Labor Relations Association





Membership - We are growing !

Texas Public Employers Labor Relations Association



- 46% increase
- Keeping Membership engaged

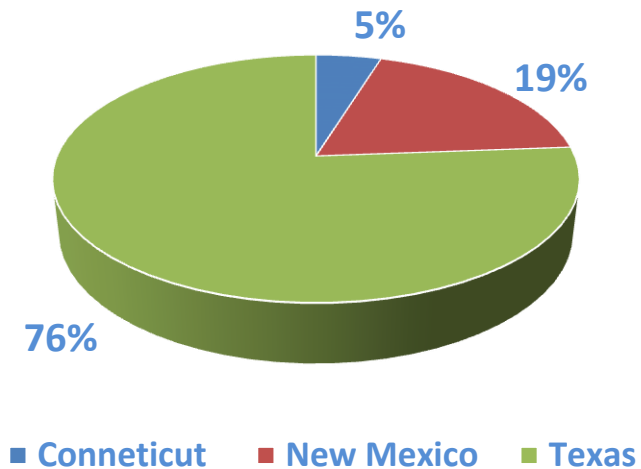


Hosting National PELRA Programs

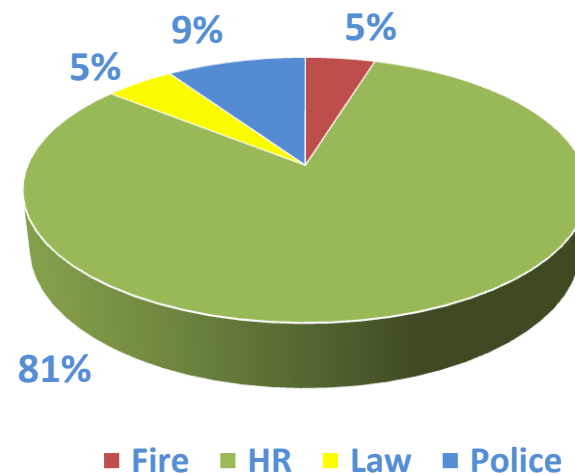
Texas Public Employers Labor Relations Association

Hosted Elective Academy: The Investigations Process
September 13, 2017,
TML in Austin

Attendees - Where did they come from?



Backgrounds of Attendees





Membership - What's in it for me?

AKA The "WIFM"-Factor

Texas Public Employers Labor Relations Association

- Access to Information
 - TXPELRA Website: links to websites (100+) for
 - 34 National Organizations
 - 20 Federal Government sites
 - 18 Federal Department Agencies
 - Texas State Government sites (9 different sites)
 - 20+ Texas State Offices & sites (Governor's Office, etc.)
 - US Congress (write your Representative)
 - **Meet & Confer and Collective Bargaining Agreements in Texas- under construction**
- Access to Professionals in the Field
 - Members in Texas and also Nationwide



Texas Public Employers Labor Relations Association

Questions?



National PELRA

National PELRA

National PELRA President Melanie Ault,

Formerly Deputy Director Human Resources/
Labor Relations Manager, Washington County, Minnesota



Currently supporting the Association of Minnesota Counties
HR Technical Assistance Program through

DDA Human Resources, Inc.,



Soon to also be Employee Relations Senior Advisor,
Carver County, Minnesota





National PELRA

National PELRA

- Founded in 1971
- A network of National Members and State Chapters
- 2,500 members in 45 states, + D.C. and US Virgin Islands
- Agencies represented in federal, state, and local government
- Professional Development and Training
 - ✓ Webinars
 - ✓ Academies
 - ✓ Online Training
 - ✓ Annual Training Conferences
 - ✓ Expert Desk Manual



National PELRA

National PELRA Team



Scott, Ashley, Krista on Day 1 in the New Office



National PELRA

National PELRA

Mission Statement

The National Public Employer Labor Relations Association provides Professional Development, Networking, and Advocacy Services to Labor Relations & Human Resources professionals, so that public sector employers may deliver the most efficient and effective services to citizens & taxpayers.



National PELRA

National PELRA “Webinar Wednesdays”

- 1:00 - 2:00 PM CT
- Pricing
 - Live Webinar: \$89 Member; \$299 Non-Member
 - Digital Download: \$229 Member; \$329 Non-Member
 - Live + Recorded: \$248 Member
- For a complete list, please visit our website at: npelra.org



National PELRA

National PELRA - Academy Training

Start working towards your CLRP® Certification!

Certified Labor Relations Professional (CLRP®)

Labor Relations Certification Program

- Academy I: The Foundation of Labor Relations
- Academy II: The Grievance Arbitration Process
- Academy III: The Negotiations Process
- CLRP Examination or Approved Paper

Elective Academies

- Interest Arbitration
- Costing a Labor Contract
- The Investigations Process



National PELRA

National PELRA - Online Training

A cost-effective and efficient way to train you and your staff

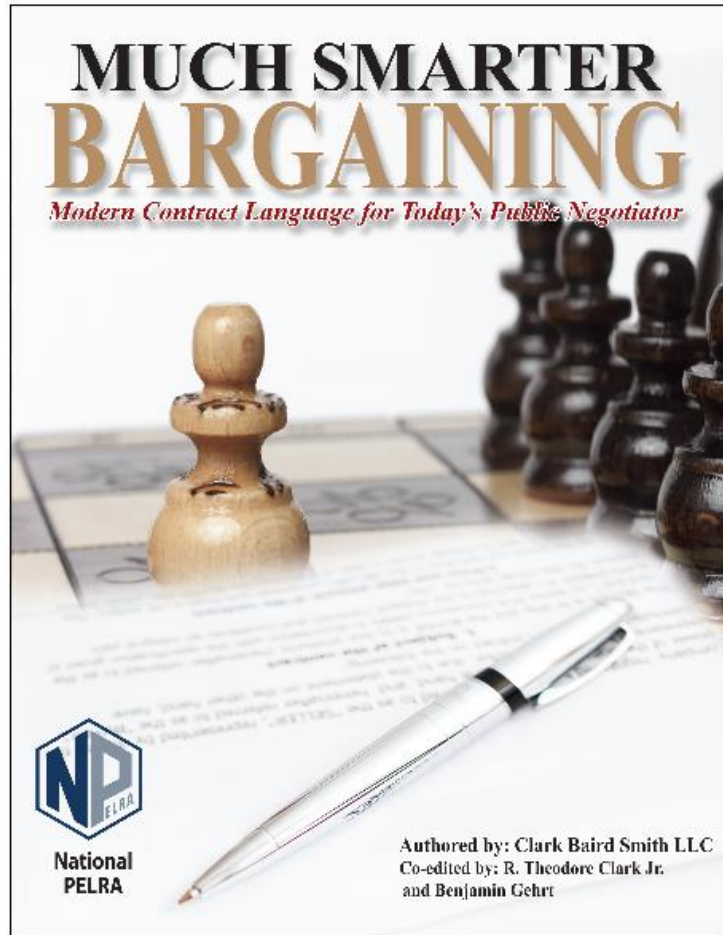
Subscription Benefits

- Instant, on-line access
- Flexibility - On Demand
- View as many times as you want during the year
- Team building, group training
- Courses Lead by Leading Experts
- Very affordable... over 100 courses for \$99 (Member)
- Visit npelra.org for more information



National PELRA

National PELRA - New Book Much Smarter Bargaining



\$249 Member

**+ shipping,
& tax where applicable**

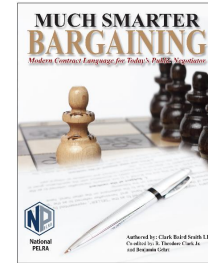


National PELRA

National PELRA - New Book Much Smarter Bargaining

Mandatory Desk Reference for the Practitioner

- Excellent model wording from actual CBAs
- Examples of the Articles most every CBA contains
- Expert commentary
- Why it's model wording, advice how to make it even better
- Wording to avoid, advice how to make it better
- Very affordable... \$249 (Member; \$499 Non-Member)
- Visit npelra.org for more information





National PELRA

National PELRA 2018 Annual Training Conference April 15 - 19, 2018, Charleston, SC

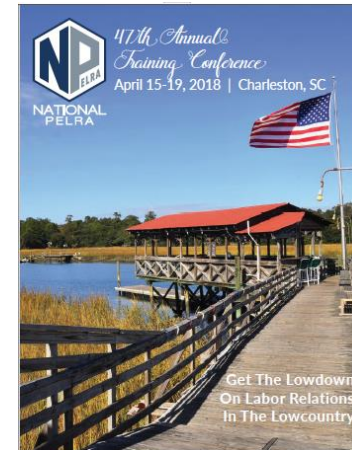




National PELRA

National PELRA 2018 Annual Training Conference April 15 - 19, 2018, Charleston, SC

- 36 Educational Sessions and Workshops
- Over Three Full Days of Training
- Preconference Workshop
- Academy I: The Foundations of Labor Relations
- Elective Academy: Costing a Labor Contract
- Certified Labor Relations Professional (CLRP®) Examination
- Important Learning and Networking Experience for Labor Relations and Human Resources Professional
- An Opportunity to Meet our Labor Relations Partners
- Make New Friends and Catch Up with Colleagues





National PELRA

National PELRA

- Promote interests of public sector management in judicial/legislative arenas
- Provide opportunities for networking among members



National PELRA

National PELRA

- Thank you for inviting me to TXPELRA and I look forward to talking with you later today.



Texas Public Employers Labor Relations Association

Questions?