



National PELRA



Texas Public Employers Labor Relations Association



Texas Public Employers Labor Relations Association (TXPELRA) Annual Workshop

January 30, 2019

Arlington, 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



Texas Public Employers Labor Relations Association

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 Michael Crotty
Assistant Village Manager/Director of Human Resources, Village of Wheeling, IL

9:30-10:45 a.m.

Surviving the Las Vegas Shooting, Bruce Ure, President, Ure Consulting Group

10:45-11:00 a.m.

Break

11:00 -12:15 p.m.

Concurrent Sessions

Track 1: Collective Bargaining: Operation "Negotiations" Preparation, tactics, Traps, and More:
Julia Gannaway, Partner, Ross|Gannaway, PLLC and Benjamin E. Gehrt, Partner, Clark Baird Smith, LLP

Track 2: Interviews, Trials and Tribulations: The Do's and Don'ts in HR Investigations: George E. Hyde,
Attorney & Counselor at Law, Russell Rodriguez Hyde Bullock, LLP

12:15-1:15 p.m.

Net Working Lunch: On Your Own

1:15-2:45 p.m.

Concurrent Sessions

Track 1: Collective Bargaining: Improving Your Chances to Avoid & Defend Grievances and Arbitration:
Julia Gannaway, Partner, Ross|Gannaway, PLLC and Benjamin E. Gehrt, Partner, Clark Baird Smith, LLP

Track 2: Consensus Building: Mike McMillion, President and Professional Speaker, The McMillion Group

2:45-3:00 p.m.

Break

3:00-5:00 p.m.

Labor Regulations Legal Update

Bettye Lynn, Bettye Lynn, of Counsel, Lloyd Gosselink Attorney at Law, and Owner, Lynn Law, PLLC

5:30-6:45 p.m.

Fireside Chat



Texas Public Employers Labor Relations Association

TXPELRA Update

- Meet the TXPELRA Board
- Joint Meeting of TXPELRA with TMHRA Board
- Labor Relations Academy/ Certification Week: November 6-9, 2018
 - Program Summary
- Membership Update

TXPELRA - Meet the Board!

President:

Harold R. Cates,
HR Manager of Compensation, Classification
and Civil Service
City of 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

Craig Barnes
Human Resources Manager
City of Plano
Plano, TX 75047
Email: craigb@plano.gov
Phone: (512) 974-6785

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

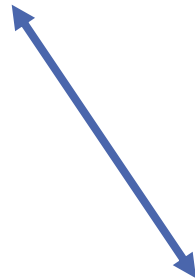
Andre Houser
Human Resources Director
City of Conroe, 300 W. Davis
Conroe, Texas 77301
Email: ahouser@cityofconroe.org
Phone: (936) 522-3150

Vacant

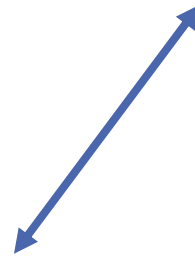
TXPELRA - How are we organized?



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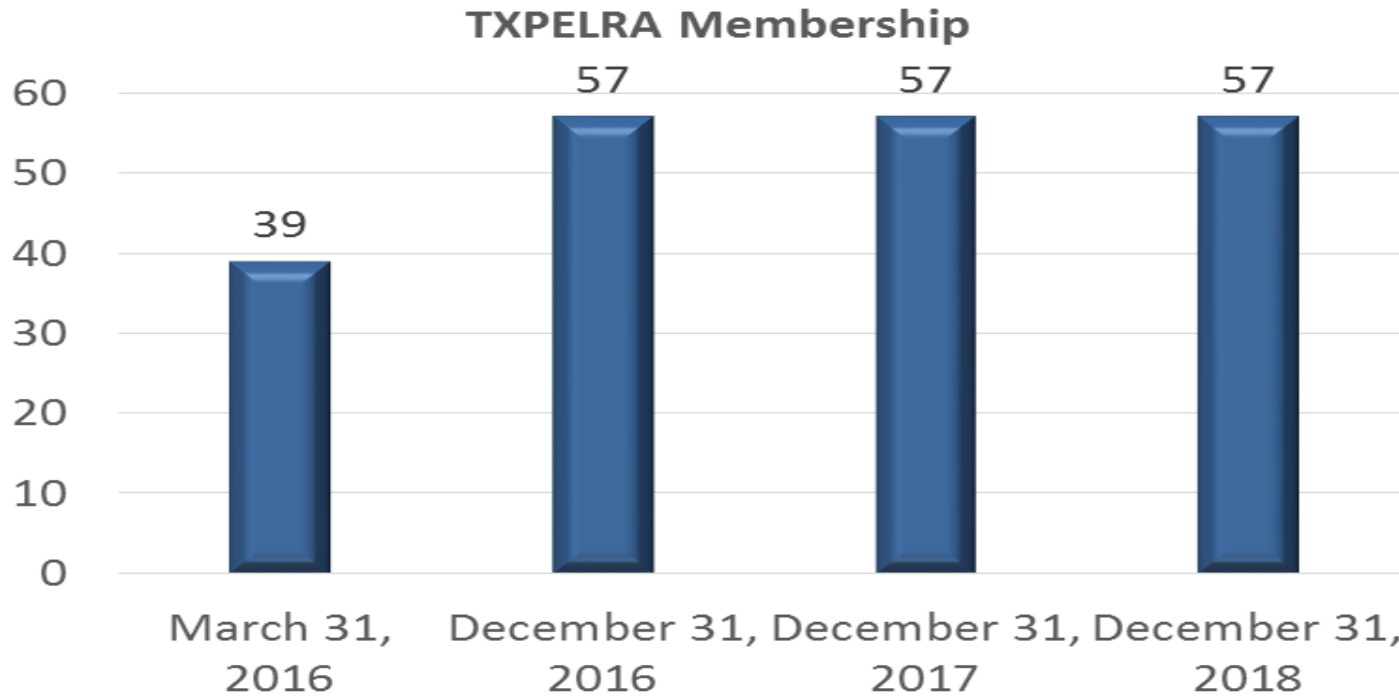
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Membership - We are growing & holding!



- 46% increase & holding
- Keeping Membership engaged



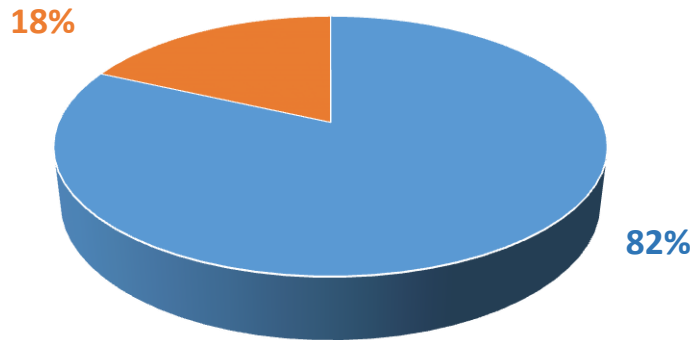
Hosting National PELRA Programs

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Academy & Certification Week in Plano: November 6-9, 2018:

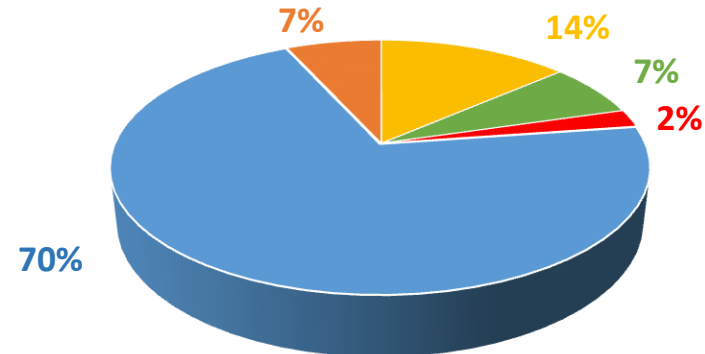
- Academies I, II, III & Certified Labor Relations Professional Exam (CLRP)*
- 44 Attendees: 38 took the exam!

Attendees - Where did they Come from ?



■ Other States ■ Texas

Backgrounds of Attendees



■ City/County Mgr Office ■ Finance ■ Fire ■ HR ■ Law



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
 - 30+ 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



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Questions?



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National PELRA President Michael Crotty

Assistant Village Manager/Director of Human Resources,
Village of Wheeling, IL





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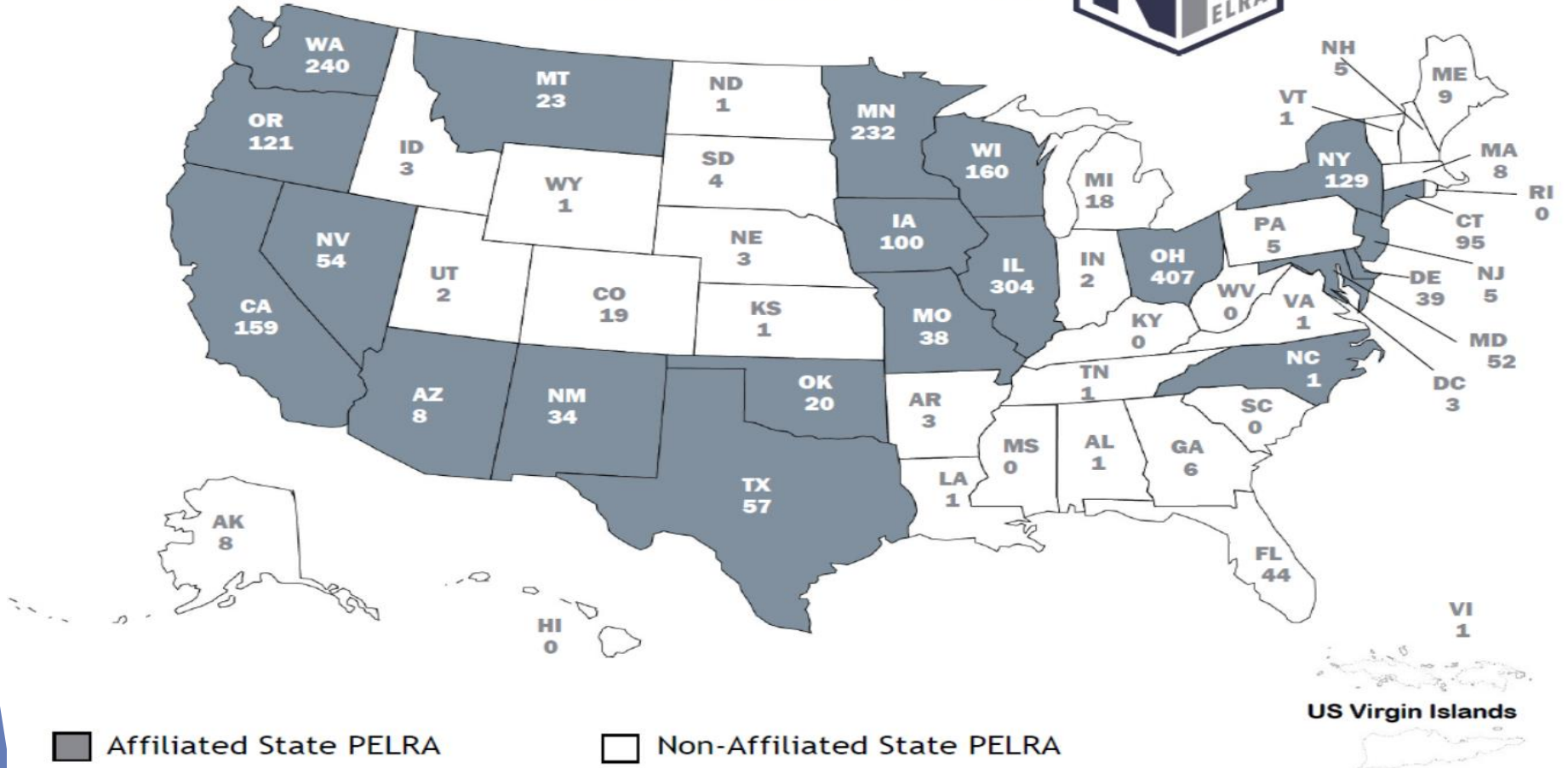
- Founded in 1971
- A network of National Members and State Chapters
- 2,400+ members in 45 states, + D.C. and US Virgin Islands
- Agencies represented in federal, state, and local government
- Professional Development and Training
 - ✓ Webinars
 - ✓ Academies
 - ✓ Online Training
 - ✓ Annual Training Conferences
 - ✓ Expert Desk Manual



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Total Members: 2,429
As of: December 31, 2018

National PELRA Membership by State





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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.



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National PELRA “Webinar Wednesdays”

- 1:00 - 2:00 PM CT
- Pricing
 - Live Webinar: \$99 Member; \$199 Non-Member
 - Digital Download: \$169 Member; \$269 Non-Member
- For a complete list, please visit our website at: npelra.org



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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



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National PELRA - Online Training

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

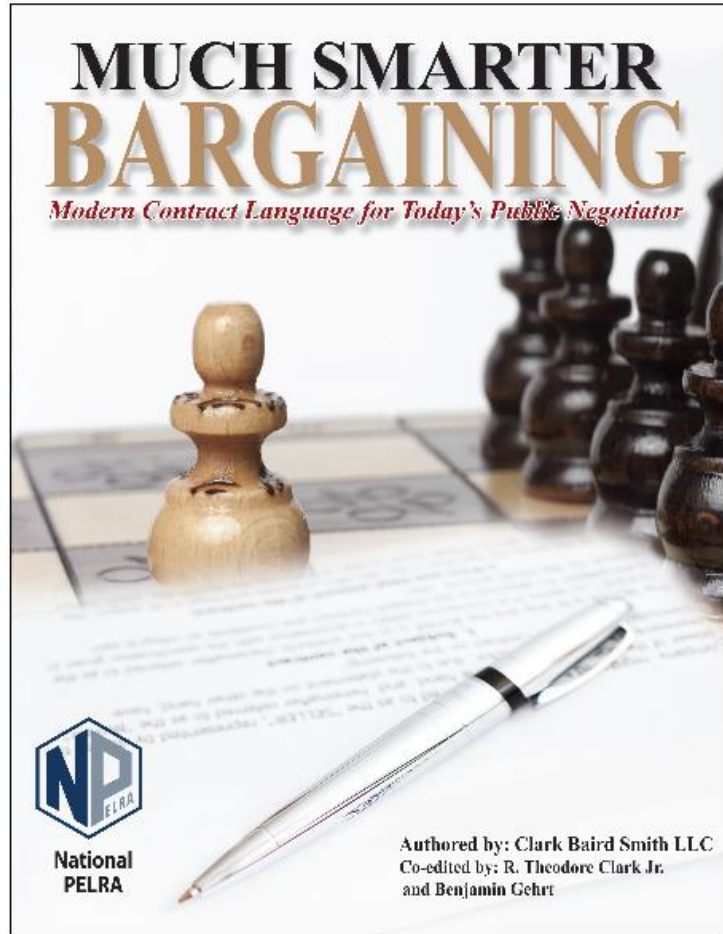
Subscription Benefits

- 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 (Members)
- Visit npelra.org for more information



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National PELRA - New Book Much Smarter Bargaining



\$249 Member

**+ shipping,
& tax where applicable**

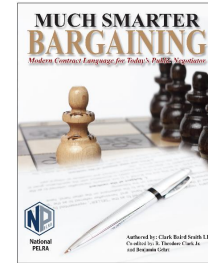


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National PELRA - New Book Much Smarter Bargaining

Mandatory Desk Reference for the Practitioner

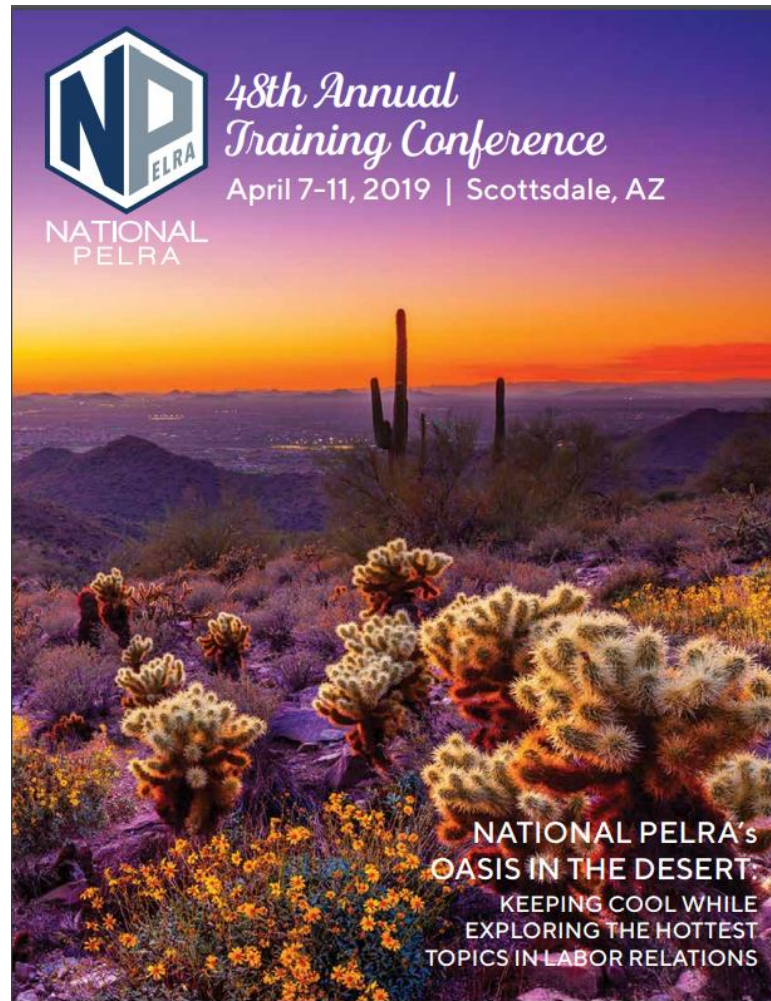
- Excellent model wording from actual CBAs
- Examples of the Articles most every CBA contains
- Expert commentary
- Why it's model wording; advice how to make it even better
- Wording to avoid; advice how to make it better
- Very affordable... \$249 (Member; \$499 Non-Member)
- Visit npelra.org for more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





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National PELRA 2019 Annual Training Conference April 7-11, 2019, Scottsdale, AZ

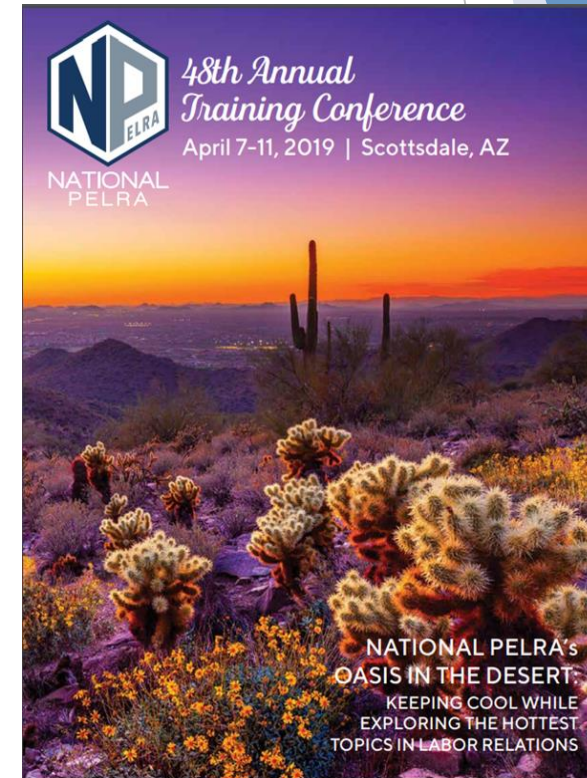




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National PELRA 2019 Annual Training Conference April 7-11, 2019, Scottsdale, AZ

- 36+ Educational Sessions and Workshops
- Over Three Full Days of Training
- Pre-conference Workshop
- Academy II: The Grievance Process
- Elective Academy: Investigations
- Certified Labor Relations Professional (CLRP®) Examination
- Important Learning and Networking Experience for Labor Relations and Human Resources Professionals
- An opportunity to meet our Labor Relations Partners
- Make new friends and catch up with colleagues





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



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



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Questions?