



National PELRA



Texas Public Employers Labor Relations Association

TMHRA
Texas Municipal Human Resources Association

Texas Public Employers Labor Relations Association (TXPELRA) Annual Workshop

January 29, 2020

San Marcus, 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 Your TXPELRA Workshop!

Harold Cates, TXPELRA President

Human Resources Manager, City of Fort Worth



Texas Public Employers Labor Relations Association

Welcome and Workshop Overview

- We have a TXPELRA/ Civil Service Conference APP
 - Craig Barnes
- Today's Agenda
- TXPELRA Updates
- National PELRA Updates





Texas Public Employers Labor Relations Association

Today's Agenda

8:30 a.m.-5:00 p.m.

Registration and Vendors in Exhibit Area

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 Lisa Baisley

Town Personnel Officer, Town of Huntington, Long Island, New York

9:30 - 10:45 a.m.

Implicit Cultural Bias - What is implicit Bias? - Dr. Bryant T Marks, Sr

10:45 - 11:00 a.m.

Networking and Refreshments - Break

11:00 - 12:00 p.m.

Concurrent Sessions

Track 1: Past Practices and Last Chance Agreements: Benjamin E. Gehrt, Partner, Clark Baird Smith, LLP

Track 2: Employee Relations; Effective Internal Investigations: Sheila Gladstone, Chair, Lloyd Gosselink, Rochelle & Townsend, P.C.

12:00-1:00 p.m.

Lunch: Provided

1:15-2:15 p.m.

Concurrent Sessions

Track 1: Collective Bargaining; The Art of Negotiations: Benjamin E. Gehrt, Partner, Clark Baird Smith, LLP

Track 2: Mental Health Best Practices for First Responders; Vernon Hale, Police Chief, City of Galveston, Sam Greif, Sr. Office of the Fire Chief, City of Plano

2:15-2:30 p.m.

Networking and Refreshments - Break

2:30 - 3:30 p.m.

Concurrent Sessions

Track 1: Grievance Handling & the Legal Limitations of Labor Management Committees, Gregory Cagle, Cagle, Carpenter, Hazelwood

Track 2: ER: ADA, FMLA, Workers Comp & Collective Bargaining: Julia Gannaway, Partner, Ross, Gannaway, PLLC

3:30-5:00 p.m.

Labor Regulations Legal Update

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

5:00 p.m.

Adjourn



Texas Public Employers Labor Relations Association

TXPELRA Update

- Meet the TXPELRA Board
- Joint Meeting of TXPELRA with TMHRA Board
- Membership Update
- Annual NPELRA Conference: April 26 - 30, 2020 in Austin, Texas

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 – Retiring in January 2020

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

HR Strategic Solutions Manager
City of Plano, 1520 K Avenue, Suite 130
Plano, TX 75047
Email: craigb@plano.gov
Phone: (512) 974-6785

Elliot Harper

Talent Services Manager
City of Irving Human Resources
825 W. Irving Blvd. Irving, TX 75060
Email: eharper@cityofirving.org
Phone: (972) 721-3514

Andre Houser

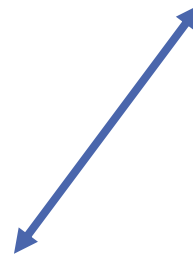
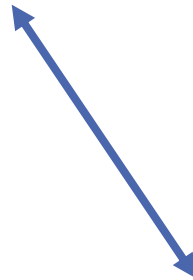
Human Resources Director
City of Conroe, 300 W. Davis
Conroe, Texas 77301
Email: ahouser@cityofconroe.org
Phone: (936) 522-3150

VACANT

TXPELRA - How are we organized?



National PELRA



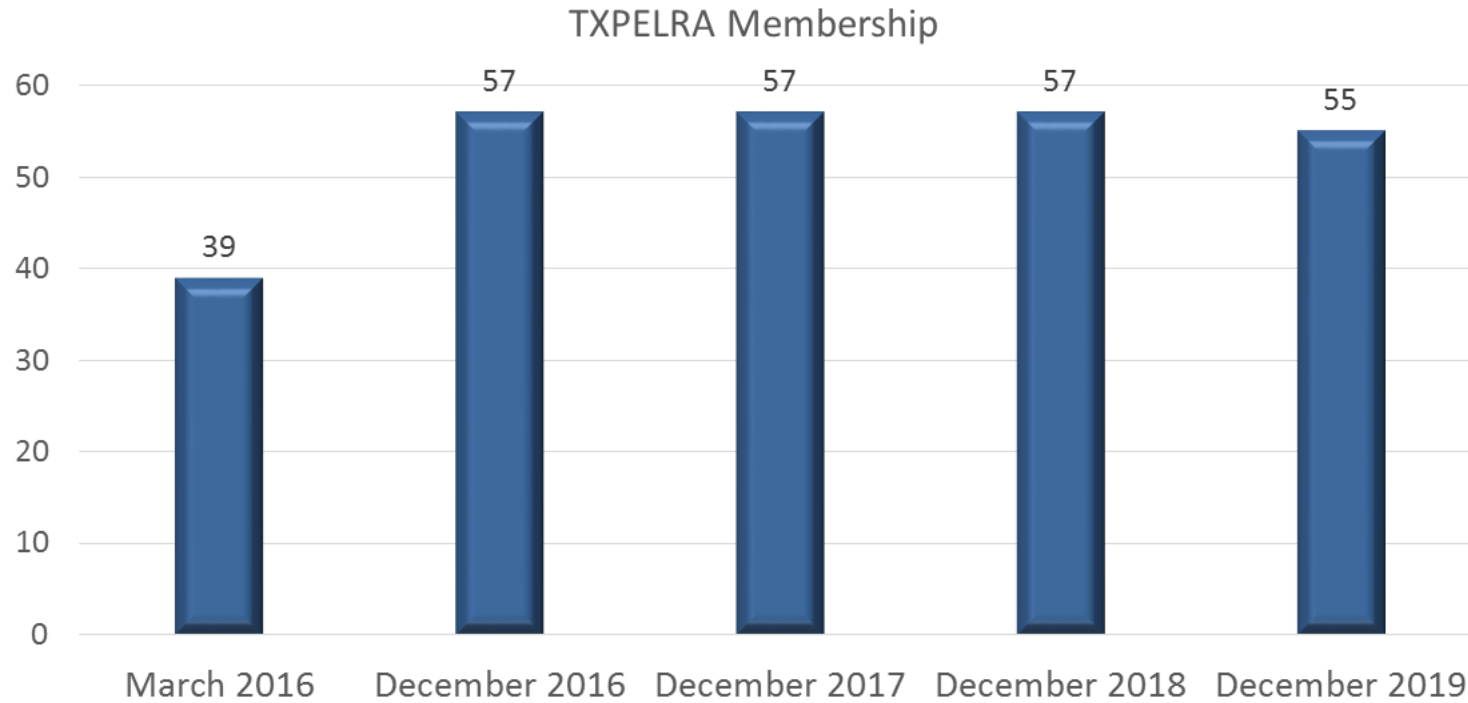
Texas Public Employers Labor Relations Association



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Membership - We are growing & holding!

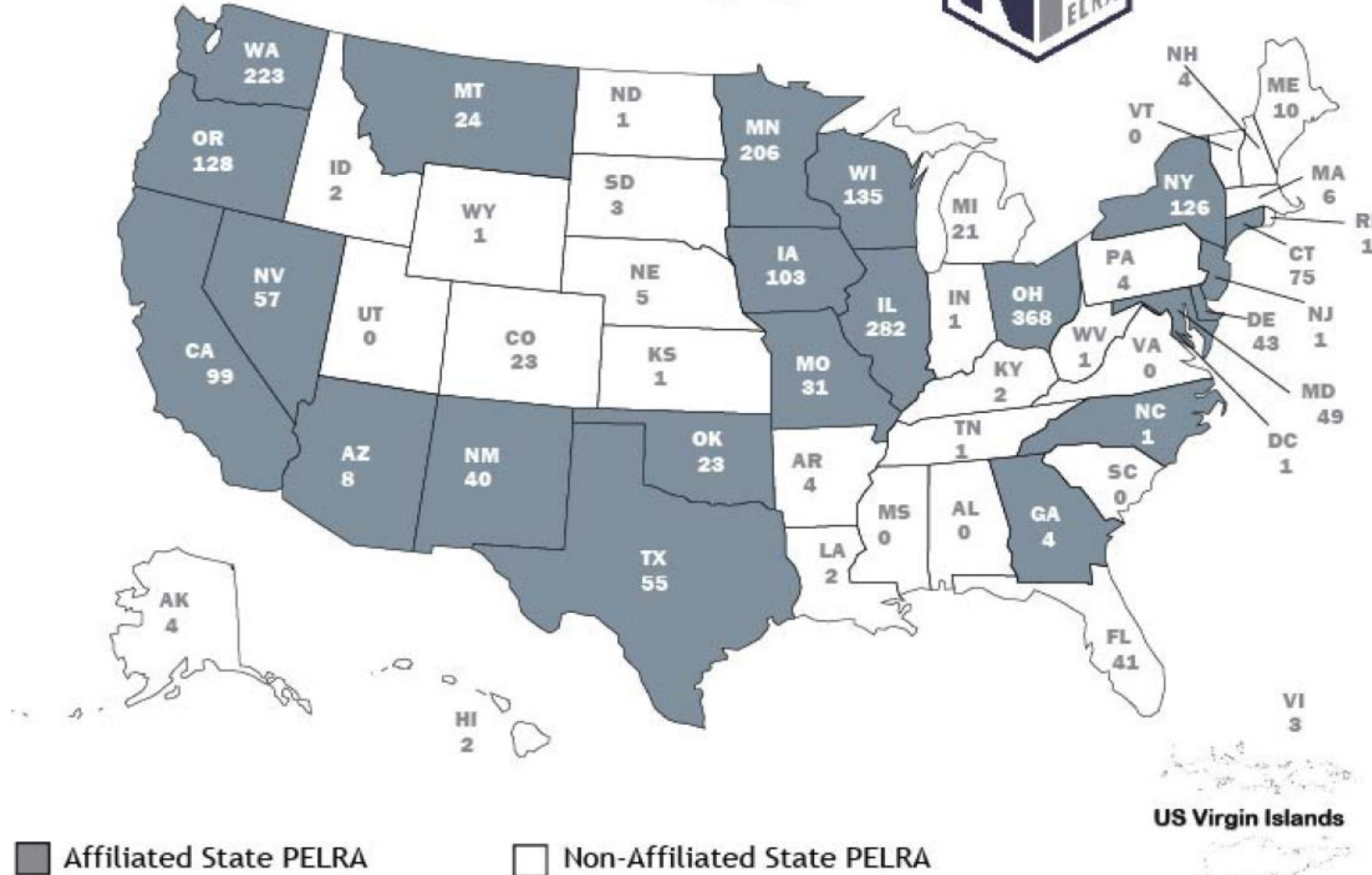
- Hi 50's & holding
- Keeping Membership engaged
- For 2020 searching new markets



TXPELRA - Membership and other State Chapters

Total Members: 2,222
As of: 12-31-2019

National PELRA Membership by State



US Virgin Islands



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- agreements collected**

■ Access to Professionals in the Field

- Members in Texas and also Nationwide

Under Construction



National PELRA

National PELRA 2020 Annual Training Conference April 26-30, 2020, Austin, Texas

- 36+ Educational Sessions and Workshops
- Over Three Full Days of Training
- Pre-conference Workshop
- Academy III: The Negotiations 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





Texas Public Employers Labor Relations Association

Questions?