



Florida Public Employer Labor Relations Association

NEWSLETTER

DECEMBER, 2008

ARE LEADERS BORN OR RAISED?

Either way, FPELRA is seeking a leader to fill a Board of Director vacancy. The window for accepting nominations to the FPELRA Executive Board is now open! If you have the leadership skills to continue a great tradition of moving FPELRA into the future, then we want to hear from you!

Candidates for the FPELRA Executive Board must be employed by a public sector jurisdiction and be either a current Principal (Principal Agency) member or a current Associate (Associate Agency) member. In accordance with the FPELRA By-Laws, an Associate (Associate Agency) member must have at least five years experience in the area of public sector labor relations, and must have completed a recognized Professional Public Labor Relations Certification Program, in order to be considered for an Executive Board position.

If you have an interest in continuing the FPELRA legacy of leadership - please click on this link www.fpelra.org/Forms/FPELRA_Candidate_Questionnaire.pdf for the candidate questionnaire that starts the consideration process. If you are unable to reach the Candidate Questionnaire by clicking on the above link try cutting and pasting the link to your browser window or pressing **CTRL + Click** to follow the link. Please submit completed questionnaires to sue@fpelra.org.

The nominating committee was previously announced and consists of:

Ted Kaklis - Past President and Honorary Life Member
Sarah Lang - Past President, City of Tampa, and
Mark Buckingham - City of Boca Raton

GRANT HOLMES MEMORIAL PROFESSIONAL DEVELOPMENT SCHOLARSHIP

The FPELRA Board is looking to award a 'Grant Holmes Memorial' Professional Development Scholarship in the amount of \$500.00 to one of its members in February 2009. Any FPELRA member who is an undergraduate or graduate student currently enrolled and seeking a degree in human resources, labor and industrial relations, public administration or political science with a strong and documented interest in the public sector is encouraged to apply. Applications must be postmarked no later than **December 31, 2008**. To obtain an application simply copy and paste the following link in your browser.

http://www.fpelra.org/Forms/FPELRA_Scholarship_Application.pdf

FPELRA Honors Evelyn "Lynne" Brion

FPELRA has decided to honor long-time member, Past President and Honorary Life-time Member, Evelyn A. "Lynne" Brion, who passed away earlier this year.

At a previous Executive Board meeting the decision was made to donate \$1000 in her name to the 'Grant Holmes Memorial' Professional Development Scholarship and in this way continue her long legacy in Public Sector Labor Relations.

2009 Conference At-A-Glance

Monday, February 2, 2009

8:30 CALL TO CONFERENCE

Kim Baldry, President, FPELRA

Remember the past, learn for the present, and prepare for the FUTURE!

9:00 KEYNOTE ADDRESS

James Baird, Partner
Seyfarth Shaw,
Chicago, Illinois

Labor Relations – We’ve Come a Long Way Baby or Have We? James Baird, who has experienced it all (and we mean ALL), will take us on a stroll down memory lane recalling the ups and downs of Labor Relations and what he foresees as our future!

10:00 Networking & Exhibitor Break

10:15 35 YEARS OF FPELRA’S HISTORY G. M. ‘Bud’ Schmitt & Richard Corriveau

It’s hard to know where you’re going when you don’t know where you’ve been!

This is FPELRA’s 35th Anniversary, so it is only appropriate that we look at how this great organization began and how, through the dedicated work of its members, it evolved into one of the most active and progressive PELRA’s in the country. Bud Schmitt and Dick Corriveau (who have devoted much of their lives to this organization) will present a fascinating look at FPELRA’s infancy and movement into middle age

10:45 LEGAL LAW UPDATE

Karen Morinelli, Esq.,
Ruden McClosky,
Sarasota, Florida

“Can’t we all just get along?”

Can they make our lives anymore miserable? Come and find out what the Courts and the Legislature have dealt us now. Karen Morinelli will review important court decisions and significant public employment legislation that occurred in 2008. Our future is so bright we need to wear shades!

11:45 Lunch - On Your Own

1:30 STICKY WICKETS

Janet Goldberg-McEnery, Esq.,
MacFarlane Ferguson & McMullen,
Tampa, Florida

This session is brought back by popular demand. Janet will discuss sticky wickets straight from the desks of our veteran labor relations professionals who wish they could have foreseen the future. Learn from others past headaches today, and prepare yourself to handle these situations in the future.

2:30 Networking & Exhibitor Break

2:45 THE LEGAL DEBATE

MANAGEMENT VS. UNION

(Previously the Dark Side vs. The Force)

Mark Levitt, Esq.,
Allen Norton & Blue,
Tampa, Florida

Richard Siwica
Egan Lev & Siwica
Orlando, Florida

Because we can’t make them disappear we should try to understand them. It’s the annual rematch in the management/union arena. Bring your questions and hear reasoned responses from both perspectives.

3:35 CONTRACT LANGUAGE

Thomas M. Gonzalez, Esq.,
Thompson Sizemore & Gonzalez,
Tampa, Florida

The Good, The Bad and The Ugly! Ever wonder if that contract language you agreed to in the past could come back to hurt you in the future? Long time supporter, Tom Gonzalez, will lead you through the positive and negative aspects of contract language and explain what language should be avoided and why.

4:30 Close of Day One

7:00 Networking Dinner & Casino Nite Social

Tuesday, February 3, 2009

9:00 AVOIDING LITIGATION LANDMINES

*John Dickinson, Esq.,
Constangy Brooks & Smith,
Jacksonville, Florida*

Have you stepped on a litigation landmine in the past? Do you want to learn how to avoid those landmines in the future? Perennial favorite, John Dickinson, will equip you with the necessary tools to avoid those explosive litigation landmines.

10:00 **Networking & Exhibitor Break**

10:15 Conducting Investigations from A to Z

*Brett Schneider, Esq.,
Weiss Serota Helfman Pastoriza Cole &
Boniske
Ft. Lauderdale, Florida*

Past experiences have proven that investigations of allegations such as sexual harassment, workplace theft, violence in the workplace, or other violations of agency policies and procedures can be a maze full of obstacles, wrong turns and dead ends. Attorney Brett Schneider will explain the practical steps we should take when faced with conducting future investigations.

11:30 **FPELRA Awards Luncheon**

CONCURRENT SESSIONS

1:00 Lessons from the Trenches

*Panel Members:
Brett Schneider, Weiss Serota
Lorenda Volker, HR Director
David Rafanowicz, Chief Negotiator
Linda Gonzalez, Asst. HR Director*

Life's lessons learned the hard way! Learn from the past and prepare for the future by posing your most vexing questions to a distinguished panel of experienced Labor Relations practitioners (all of whom are graduates of the School of Hard Knocks) in this moderated forum.

1:00 Closing Your Pension Plan and Going to FRS

*James A. Linn, Esq.,
Lewis Longman & Walker
Tallahassee, Florida*

Given the present performance of your

Pension Fund and the uncertainty in the current market, is the Florida Retirement System in your future? Jim Linn will explore the pros and cons of such a move.

2:00 **Networking & Exhibitor Break**

2:15 Union Avoidance

*Leonard Dietzen, Esq.,
Rumberger Kirk & Caldwell
Tallahassee, Florida*

Have a new union knocking at your door? Are they more aggressive than in the past? Will future legislation make it easier? Whether this is the first unionization attempt at your agency or it's just one more, Attorney Leonard Dietzen will walk you through what you can and cannot do, and what you should do.

2:15 The Inevitable Impasse

*M. Scott Milinski, Arbitrator
Ft. Lauderdale, Florida*

Past negotiation efforts have failed, so you're going to Impasse! What are the expectations of the Special Magistrate? What do you need to bring to the hearing as evidence? Can you speed the process along? Scott Miliniski will provide information on these issues and more.

PLENARY SESSION

3:15 Who Wants to be a Labor Millionaire?

*Game hosted by Jim Sexton,
FPELRA Past-President*

Do you have what it takes to become the next Labor Millionaire? Test your mettle in the hot seat! A fast-paced, fun-filled, session that will have you stifling your laughter.

4:00 **FPELRA Annual Business Meeting**

Wednesday, February 4, 2009

8:45 *Silos, Politics and Turf Wars*
George A. Williams,
Human Resources Director
Hillsborough County, Florida

Learn how these destructive atmospheres prevent our agencies from moving to the top! Find out what perpetuates these destructive forces and what you must do to remove them from the work-place!

9:45 *Networking & Exhibitor Break*

10:00 *The Future of Health Benefits*
Kurt Gehrig,
President, The Gehrig Group
Palm Beach Gardens, Florida

So many issues, so little time! Past increases draining your budget? Can't afford the present cost of health benefits? Are future projections keeping you up at night? Will the change in Presidents help or hurt? Kurt Gehring, a long time supporter of FPELRA, will provide insight into future trends of health benefits.

11:00 *Educating Supervisors on Labor Relations*
Steve Rosenthal
President, The Training Tree
Seminole, Florida

Has the past performance of your supervisors put you between a rock and a hard place? Looking to the future, how do we get our Supervisors on board? This session, presented by Steve Rosenthal (FPELRA's most popular presenter), will explore how we can enhance our supervisor's knowledge to practice effective labor relations as part of their role as being a supervisor.

12:00 *Conference Close*

FPELRA is changing our conference hotel for the 2010 and 2011 conferences. If you want an advanced peek, click below.

<http://www.renaissanceorlandoap.com>



Your key to the best Public Sector Labor Relations network in Florida.

MEMBER SERVICES

Arbitrator award histories are offered on an as-needed basis as part of a free on-going service for FPELRA members.

The Arbitrator's awards history assists you in determining your ranking prior to striking. Send Jim Sexton, Human Resources Director for Indian River County an e-mail at: jsexton@ircgov.com Please provide the names on the panel and the type of case pending.

Arbitration Decisions and Newsletter Article Submissions are welcomed by the *Newsletter Editor*. Submit electronically in either Adobe PDF or MS Word for publication. This benefits the membership by increasing our Labor Relations knowledge level and provides a reference for those who may experience a similar situation.

Please submit both Arbitration Decisions and Newsletter Articles to:
weverj@hillsboroughcounty.org

Please e-mail the Newsletter Editor for an address or fax number if Arbitration Decisions or Newsletter Articles are not available in electronic format.

Please note submission deadlines:
January 31, March 31, May 31, July 31, September 30, and November 15.

Editor's Note:

The editor reserves the right to edit submissions for privacy and length. Input and ideas for future newsletters are always welcome!

For complete information on the Florida Public Employer Labor Relations Association (FPELRA) including by-laws, membership criteria, employment opportunities, member forums, professional training schedules, available publications, previous newsletter issues, and more, please visit our web site @ www.fpelra.org

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