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TEXAS PUBLIC EMPLOYER LABOR RELATIONS ASSOCIATION (TxPELRA) ANNUAL WORKSHOP
January 29, 2020

ANNUAL CIVIL SERVICE WORKSHOP
January 30–31, 2020

Embassy Suites Hotel • San Marcos

January 29, 2020

— Tentative Agenda —

Sessions and speakers are subject to change without notice. Please check the app for current updates.

TIME	SESSION
6:00–9:00 a.m.	<p>Free Cooked-to-Order Breakfast</p> <p>No matter what you're craving for breakfast, Embassy Suites by Hilton San Marcos Hotel Conference Center & Spa offers more options for the most important meal of the day. Enjoy a made-to-order omelet made just the way you like it with your favorite fillings. Our San Marcos hotel features other fresh options — whether you prefer hearty items like breakfast potatoes, eggs and bacon or lighter choices like fruit, oatmeal and pastries. Or grab something quick and convenient</p>

	<p>if you need to eat and run. However you like to begin your morning, we've got what will hit the spot, with more than enough coffee and beverages to get the day started right.</p>
8:30 a.m.–5:00 p.m.	<p>Registration Check in at the registration desk when you arrive.</p>
9:00–9:15 a.m.	<p>WELCOME -AND- TXPELRA UPDATE</p> <p>Welcome to the TxPELRA Workshop. Hear the latest activity updates on the TxPELRA Chapter.</p> <p>Speaker:TxPELRA President Harold Cates, CPM, SPHR, SHRM-SCP, Human Resources Manager, City of Fort Worth</p>
9:15–9:30 a.m.	<p>National PELRA Update</p> <p>Hear the latest activity updates from the National Public Employer Labor Relations Association.</p> <p>Speaker: National PELRA President, Lisa Baisley, Town Personnel Officer, Town of Huntington, NY</p>
9:30–10:45 a.m.	<p>KEYNOTE ADDRESS</p> <p>Implicit Cultural Bias – What is implicit bias?</p> <p>Broadly speaking, implicit bias involves a mental association between a group and a trait /</p>

	<p>characteristic below conscious awareness that can influence one’s feelings and behavior toward that group.</p> <p>Speaker: Rev. Dr. Bryant T. Marks, Sr., Founding Director, Chief Education Officer, and Social Psychologist, National Training Institute on Race and Equity (NTIRE) and Associate Professor, Morehouse College</p>
10:45–11:00 a.m.	Networking Break
11:00 a.m. –Noon	CONCURRENT SESSIONS
	<p>Track I</p> <p>Past Practice and Last Chance Agreements</p> <p>Speaker: Benjamin E.Gehrt, Partner, Clark Baird Smith LLP</p>
	<p>Track II</p> <p>Employee Relations: Effective Internal Investigations</p>



	Speaker: Sheila Gladstone , Chair, Lloyd Gosselink Rochelle & Townsend, P.C.
Noon–1:00 p.m.	Lunch Provided
1:15–2:15 p.m.	CONCURRENT SESSIONS
	Track I Collective Bargaining: The Art of Negotiations Speaker: Benjamin E.Gert , Partner, Clark Baird Smith LLP
	Track II Mental Health Best Practices for First Responders Speakers: Police Chief Vernon L. Hale , City of Galveston and Fire Chief Sam Greif, Sr. Office of the Fire Chief, City of Plano
2:15-2:30 p.m.	Networking Break
2:30–3:30 p.m.	CONCURRENT SESSIONS
	Track I Grievance Handling and the Legal Limitations of Labor Management Committees ^

	<p>Speaker: Gregory Cagle, Partner, Cagle Carpenter Hazlewood</p>
	<p>Track II</p> <p>Employee Relations: ADA, FMLA, Workers Compensation and Collective Bargaining /Civil Service</p> <p>Speaker: Julia J.Gannaway, Partner, Ross Gannaway, PLLC</p>
<p>3:30–5:00 p.m.</p>	<p>Labor Relations Legal Update</p> <p>Bettye will present her annual “Tour around Texas” discussing developments in Texas municipal labor relations during the past year. Numerous new collective bargaining and meet and confer agreements have been negotiated during 2019, and several of them have included topics and language that will be of interest to all attendees. Bettye will also update attendees on pending and completed litigation related to labor relations.</p> <p>Speaker: Bettye Lynn, of Counsel, Lloyd Gosselink Attorney at Law, and Owner, Lynn Law, PLLC</p>

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