



TMHRA TXPELRA

TEXAS PUBLIC EMPLOYER LABOR RELATIONS (TXPELRA) ANNUAL WORKSHOP

February 7, 2018

Co-Sponsored By TxPELRA and Texas Municipal Human Resources Association [TMHRA]

32ND ANNUAL CIVIL SERVICE WORKSHOP

February 8–9, 2018

Sponsored By TMHRA

Sugar Land Marriott Town Square • 16090 City Walk • Sugar Land, Texas

TWO TRAINING OPPORTUNITIES

A workshop on public employer labor relations will be held on February 7, 2018, prior to the 32nd Annual Civil Service Workshop on February 8-9. Both workshops will be held at the Sugar Land Marriott Town Square. The programs are sponsored by the **Texas Municipal Human Resources Association (TMHRA)** and the **Texas Public Employer Labor Relations Association (TxPELRA)**.

Enrollment for both workshops is limited to human resources professionals and management representatives from Texas municipal governments (for example, the city manager's office, the city attorney's office, civil service commissioners, the human resources department, police chiefs, and fire chiefs). These workshops are not designed for police or fire association labor representative members. **No on-site registration will be accepted.**

Benefits of Attending

The TxPELRA and Civil Service Workshops offer a broad developmental experience for all participants, no matter their level of knowledge or experience. There will be opportunities in each session to ask questions about administering the state civil service law in your city and legislation on mandatory collective bargaining for public safety. In addition to the formal program, you will have the opportunity to network with others who share similar problems and challenges. The speakers are experts in their fields who have extensive experience in civil service, labor relations, and human resources management. This year's programs promise to be two of the best in the history of the workshops.

Who Should Attend?

city managers • assistant city managers • civil service commissioners • compensation managers • human resources managers • attorneys • risk managers • human resources professionals • city secretaries • police chiefs • fire chiefs • **YOU!**

GENERAL INFORMATION



	BY January 19	AFTER January 19
TxPELRA Annual Workshop • February 7 The fee includes lunch and refreshments on Wednesday.	\$200	\$275
32nd Annual Civil Service Workshop • February 8–9 The fee includes Thursday reception, and breakfast and refreshments both days.	\$250	\$325
COMBINED REGISTRATION: TxPELRA Annual Workshop —and— 32nd Annual Civil Service Workshop	\$425	\$575

Continuing Education Credit

Individuals may submit program information to their certifying agency to determine if CEUs or other credits may be applied. TMHRA does not pre-certify sessions for credit. CEU forms will be available online at www.tmhra.org.

Cancellation and Substitution Policy

If you are registered and cannot attend, we encourage you to send a substitute. If you cannot send a substitute, a \$45 cancellation fee will be assessed if written cancellation is received by January 19. No refunds will be honored after January 19.

Hotel Accommodation

The conference will be held at the Sugar Land Marriott Town Square, located at 16090 City Walk in Sugar Land. To make reservations, please call the hotel toll free at 800-228-9290 and ask for the TMHRA TxPELRA and Civil Service Workshops room block. A rate of \$168 single or double occupancy, per night, is available until January 19, or until the block is full. Don't wait to reserve your room now!

Dining

The registration fee includes continental breakfast; refreshment breaks and lunch on Wednesday; continental breakfast, refreshment breaks, and reception on Thursday; and continental breakfast and refreshment breaks on Friday.

Sugar Land has a lot of restaurants within walking distance of the hotel. Please visit www.sugarlandtownsquare.com/dine to review the list of restaurants in the area.

Seminar Materials

All speaker papers provided will be posted on the conference app and TMHRA website at www.tmhra.org.

Special Accommodations

If you are in need of assistance of any kind, including dietary restrictions (such as allergies or sensitivities to particular ingredients), mobility, or audio or visual aids, please contact Lavern at **512-231-7447** or lavern@tml.org.

Questions

Contact the TML Affiliate Services Department at **512-231-7400** or tmhra@tml.org.



TXPELRA ANNUAL WORKSHOP

February 7, 2018

TENTATIVE AGENDA. Topics and speakers subject to change.

Wednesday, February 7

8:00–9:00 a.m.

Breakfast

8:30–9:30 a.m.

Registration

9:00–9:15 a.m.

WELCOME

TxPELRA President **Harold R. Cates**, CPM, SPHR, SHRM-SCP,
Human Resources Manager, City of Fort Worth

9:15–9:30 a.m.

NPELRA Update

NPELRA President, **Melanie B. Ault**, CLRP, Washington County,
Stillwater, MN

9:30 –10:45 a.m.

Preparing the Workplace for the Worst

This session will focus on active shooters and how the chaos they create continues to plague our society. These criminals have shown us we need to be prepared for anything, whether we are sitting in church, conducting business in the office, or picking up a few things at the grocery store. Session participants will learn how to help their organization and employees develop a plan and know how to react in an active shooter situation.

U.S. Department of Homeland Security

10:45–11:00 a.m.

Refreshment Break

11:00 A.M.–12:15 P.M.
CONCURRENT SESSIONS

TRACK 1

The Law and Practical Reality of Collective Bargaining

Collective bargaining and regulation of the unionized workplace by the National Labor Relations Board can be complex and daunting. In this session, Michael will break down key concepts and provide practical insight into how the system works, what employers can and cannot do, and how to navigate in this environment.

Michael V. Abcarian, Regional Managing Partner, Fisher & Phillips, LLP

Track 2

Transgender Employees and the Workplace — Laws, Policies, and Best Practices

Whitney M. Kummcrow, 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

When an organization is unionized and it's time to go to the bargaining table, even a simple misstep can result in a labor contract nightmare. In this session, Michael will take you deeper into the dynamics of collective bargaining, sharing concepts, methods, and strategies that help you achieve success at and beyond the bargaining table.

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.

Refreshment Break

3:00–5:00 p.m.

Labor Relations Legal Update

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 2017, 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.

Bettye Lynn, Partner, Lynn Ross & Gannaway, LLP

5:30–6:45 p.m.

Fireside Chat

This is your opportunity to engage in candid conversations with experienced human resources leaders about the trials, triumphs, and lessons learned from their years of practice in the sector. Hear inspirational stories and get honest answers to the questions you have been reluctant to ask. Light appetizers will be provided along with a cash bar. **Seating is limited so make sure you sign up for this chat during your registration process.**

Special Thanks

Thanks to the 2018 TxPELRA/Civil Service Committee
for their efforts in planning our great conference.



32ND ANNUAL CIVIL SERVICE WORKSHOP

February 8–9, 2018

TENTATIVE AGENDA. Topics and speakers subject to change. This workshop will focus on Chapter 143 of the Texas Local Government Code

Thursday, February 8

8:00–9:00 a.m.
Breakfast Buffet

8:30 a.m.–4:30 p.m.
Registration

9:00–9:15 a.m.
Welcome

TMHRA President **Lisa J. Norris**, SHRM-SCP, Human Resources/
Civil Service Director, City of Grand Prairie

9:15–10:30 a.m.
Workers Compensation Changes Impacting First Responders
This course will cover current workers' compensation laws and statutes regarding Presumption. Ricky will focus on Texas Government Code 607.055 and 607.052 and will discuss several important Appeals Panel Cases, including eligibility and recent legislation.

Ricky D. Green, Law Offices of Ricky D. Green

10:30–11:00 a.m.
Networking Break

11:00 A.M.–12:15 P.M.
CONCURRENT SESSIONS

TRACK 1
Civil Service 101: Back to the Basics
Jerris Mapes, Assistant City Attorney, City of Killeen

TRACK 2
Evaluating Mental and Physical Fitness Under Chapter 143.081 and ADA
Bradley W. Howard, Attorney, Brown & Fortunato, P.C.

12:15–1:30 p.m.
Lunch (On Your Own)

1:30–2:30 P.M.
CONCURRENT SESSIONS

TRACK 1
Civil Service 101: Common Pitfalls of Chapter 143
Ricardo J. Navarro, Managing Partner, Denton, Navarro, Rocha, Bernal & Zech, P.C.

TRACK 2
A Tale of a City: Lubbock's Encounter with the Department of Justice in the Midst of a Manpower Crisis
Greg Stevens, Chief of Police, City of Lubbock

2:30–3:00 p.m.
Networking Break

3:00–4:00 P.M.
CONCURRENT SESSIONS

TRACK 1
Civil Service 101: Progressive Discipline in a Chapter 143 Environment
Elizabeth M. Provencio, First Assistant City Attorney, City of San Antonio

TRACK 2
Help! We have a Civil Service Appeal Hearing — What are the Commissioners/Arbitrators Looking for?
This session will outline for chiefs and civil service directors the procedures to follow for a successful hearing. The presentation will address the legal requirements, practical considerations, and other issues to consider before your city has a hearing in front of a civil service commission or a third-party hearing examiner.

Julia Gannaway, Partner, Lynn Ross & Gannaway, LLP

4:00–5:30 p.m.
Reception
Co-sponsored by TMHRA and Lynn Ross & Gannaway, LLP

Friday, February 9

8:00–9:00 a.m.
Breakfast

9:00–10:15 a.m.
Legal Update
Bettye will present her annual survey of Chapter 143 Civil Service developments. She will focus on recent court and hearing examiner decisions that have resulted in new and interesting developments of interest to all civil service practitioners. Bettye will also be providing suggestions to all involved in the civil service disciplinary process on how to avoid the pitfalls of the "gotcha cards" that representatives of disciplined employees have begun unleashing on unwary management officials.

Bettye Lynn, Partner, Lynn Ross & Gannaway, LLP

10:15–10:30 a.m.
Break

10:30 a.m.–Noon
Legal Update — Continued
Bettye Lynn, Partner, Lynn Ross & Gannaway, LLP

Noon
Adjourn

TXPELRA ANNUAL WORKSHOP • February 7, 2018

32ND ANNUAL CIVIL SERVICE WORKSHOP • February 8–9, 2018



REGISTRATION FORM

No on-site registration will be accepted.

Two Ways to Register

1

Online Registration

Register online with credit card payment at:
www.tml.org [click on "Training"]
 or **www.tmhra.org**

2

Mail-In Registration

Mail this form and your payment to:
TML Administrative Services
 1821 Rutherford Lane, Suite 400 • Austin, TX 78754-5128

Enrollment and Payment

Your registration will not be processed until payment is received. Enrollment for both workshops is limited to human resources professionals and management representatives from Texas municipal governments [for example, city manager's office, city attorney's office, civil service commissioners, human resources department, police chiefs, and fire chiefs]. These workshops are not designed for police or fire association labor representative members.

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Special Accommodations

If you are in need of assistance of any kind, including dietary restrictions (such as allergies or sensitivities to particular ingredients), mobility, or audio or visual aids, please contact Lavern at 512-231-7447 or lavern@tml.org.

Attendee Information and Workshop Registration

Your badge and confirmation will be mailed to you in advance. If an email address is provided, you will also receive confirmation by email.

Full Name _____ Badge Name _____

Title _____ City/Organization _____

Address _____

City _____ State _____ Zip Code _____

Phone _____ Fax _____ Email _____



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Will you be attending the Fireside Chat? YES NO

TOTAL ENCLOSED:

