The Southern California Public Labor Relations Council is very pleased to present its 32nd Annual Labor Relations Conference on Thursday, February 19, 2015.

The topics are timely and of major importance to labor relations and human resources professionals, and are provided at an incredible value. Once again, conference registration fees have not increased.

Participants will be provided with up-to-date information on the status of related legislation, labor relations issues, and other areas important to improving the technical skills and professional development of HR professionals.

To register for the conference, please complete the enclosed registration form.

Registration information:

- **Before February 9, 2015**
  - $80 per person for Agency Members
  - $110 per person for Non-Members

- **After February 9, 2015**
  - $95 per person for Agency Members
  - $125 per person for Non-Members

For More Information, please contact:

SCPLRC Conference
c/o Ernie Hernandez
PO BOX 4750
Cerritos, CA 90703-4750
(562) 929-5721
AGENDA • February 19, 2015

8:00-8:45 AM  
Registration and Continental Breakfast

8:45-9:00 AM  
President’s Welcome  
Mary Ortiz Bradley

9:00-10:00 AM  
Keynote Address “An Interview with Richard Kreisler”  
Richard Kreisler and Peter Brown

10:15-11:30 AM  
Concurrent Workshops  
Preparing for Negotiations: Tips From the Table  
Peter Brown  
Survival Kit for Defending Your Agency in a Hearing  
Steve Filarsky

11:45 AM -1:00 PM  
Networking Lunch/Introduction of SCPLRC Board  
Sacramento Update: Amy Brown

1:15-2:30 PM  
Concurrent Workshops  
Sensitive Issues in the Workplace  
Irma Rodriguez Moisa  
Managing Challenging Employees - Don’t Let One Bad Apple Spoil the Bunch  
Kelly A. Trainer

2:45-4:00 PM  
Legislative & Legal Update  
Scott Tiedemann

FEATURED SPEAKERS AND TOPICS

Preventing for Negotiation: Tips From the Table  
Peter Brown, Liebert Cassidy Whitmore

Peter Brown of the Law Firm of Liebert Cassidy Whitmore offers his unique perspective on the negotiation process. Peter sits at dozens of negotiation tables for numerous public jurisdictions. In keeping with the firm’s “Tips from the Table” video series, Peter will share his thoughts and ideas on the negotiation process, including the preparation stages, costing, roles of the participants, strategies and current trends. For those heavily involved in the negotiations process, you will not want to miss Peter’s great knowledge and insight on this topic.

Survival Kit for Defending Your Agency in a Hearing  
Steve Filarsky, Filarsky & Watt

Steve Filarsky of the Law Firm of Filarsky & Watt will discuss the key elements of defending a public agency in a hearing process. Whether it is a disciplinary, grievance, arbitration or PERB hearing, Steve will provide tips and pointers on how to prevail in this process. Steve’s presentation will focus on effective preparation, proper investigation, utilizing progressive discipline, avoiding disparate treatment, meeting all required deadlines, ensuring due process is followed, maintaining a good rapport with the hearing officer, listening to your legal counsel and many other ideas necessary to “survive” and prevail in the hearing process.

Sensitive Issues in the Workplace  
Irma Rodriguez Moisa, Atkinson, Andelson, Loya, Rudd & Romo

Have managers and supervisors in your agency ever come to you for direction on issues dealing with personal hygiene, questionable work attire, gender and gender identity matters, unprofessional workspace displays, etc.? Not all of the employee issues we encounter in the workplace fit into a neat box with a basic, textbook answer. Irma Rodriguez Moisa from Atkinson, Andelson, Loya, Rudd & Romo will discuss a variety of sensitive workplace situations and ways to manage these issues while preventing liability.

Managing Challenging Employees: Don’t Let One Bad Apple Spoil the Bunch  
Kelly Trainer, Burke, Williams & Sorensen

Every employer has them and every employer gets frustrated when attempting to deal with the unique issues that they present. When left unaddressed, a difficult employee can create a toxic work environment. This presentation will provide strategies for HR professionals to use in managing challenging employees. Drawing on her experience in counseling public sector employers through these situations, Ms. Trainer will offer practical, real-world advice on how employers can best deal with these difficult employees. She will turn to some of the most common legal challenges that confront employers in trying to effectively manage these employees, such as discipline, performance evaluations and avoiding retaliation. Finally, she will discuss the importance of effective workplace documentation, and how to best create it.

Legal Update  
Scott Tiedemann, Liebert Cassidy Whitmore

Scott Tiedemann, managing partner of Liebert Cassidy Whitmore, will present the annual legal and legislative update, a traditional conference favorite. Scott will summarize and analyze recent court decisions and rulings on labor and employment law that impact public sector agencies. Additionally, Scott will address new laws recently enacted by the state legislature and its impact on public agencies.

Keynote Address: An Interview with Richard Kreisler  
Richard Kreisler and Peter Brown, Liebert Cassidy Whitmore

In place of our usual keynote address, the recently retired legendary labor and employment attorney, Richard Kreisler, will share his perspective on the field of negotiations and labor relations in a question and answer format. Richard will be interviewed by none other than Peter Brown, also of Liebert Cassidy Whitmore, and the two will provide an entertaining and informative retrospective of a long, colorful and substantive career in service of public agencies.