



The Southern California Public Labor Relations

Council is very pleased to present its 33rd Annual Labor Relations Conference on Thursday, February 18, 2016.

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.

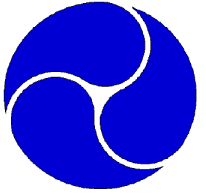
Registration information:

- **Before February 5, 2016**
\$80 per person for Agency Members
\$110 per person for Non-Members
- **After February 5, 2016**
\$95 per person for Agency Members
\$125 per person for Non-Members

For More Information, please contact:

SCPLRC Conference
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SCPLRC 2016



**Southern California
Public Labor Relations Council**

Presents the

**33rd Annual
Labor Relations Conference**

**Thursday, February 18, 2016
8:00 AM to 4:00 PM**

**The Centre at Sycamore Plaza
5000 North Clark Avenue, Lakewood, CA**

AGENDA • February 18, 2016

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

8:45-9:00 AM President's Welcome

9:00-10:00 AM KEYNOTE ADDRESS

Motivating Leaders in Critical Times

James Lloyd, 9 Screens International, Inc.

10:15-11:30 AM Concurrent Workshops

- **Bargaining A to Z** *Bruce Barsook, Liebert Cassidy Whitmore*
- **Succession Planning** *Patrick Ibarra, The Mejorado Group*

11:45 AM -1:00 PM Networking Lunch/Introduction of SCPLRC Board

City of Bell Aftermath: Picking Up the Pieces

Doug Wilmore, City Manager Rancho Palos Verdes

1:15-2:30 PM Concurrent Workshops

- **HR Audit-Policy Review**
Nate Kowalski & Jay Trinnaman, Atkinson, Andelson, Loya, Ruud & Romo
- **Alternative Staffing** *Daphne Anneet, Burke, Williams & Sorensen*

2:45-4:00 PM

Legislative & Legal Update

Scott Tiedemann, Partner, Liebert Cassidy Whitmore

BARGAINING A to Z *Bruce Barsook*

Bruce Barsook, a partner with Liebert Cassidy Whitmore offers his unique perspective as both a management attorney and former PERB Administrative Law Judge on the public sector collective bargaining process. Mr. Barsook will touch upon the foundations of collective bargaining, the obligation to meet and confer and specific strategies for successful negotiations and arriving at agreement. He will also discuss avoiding unfair labor practice charges during bargaining, including the difference between "hard bargaining" and unlawful "bad-faith" bargaining; an important distinction during difficult negotiations.

SUCCESSION PLANNING *Patrick Ibarra*

Patrick Ibarra will discuss how public sector employees are continuing to retire at a steady rate. The departure of seasoned, knowledgeable employees place public sector organizations at a critical juncture. Succession planning ensure that replacements have been prepared to fill key vacancies and are ready to assume greater responsibilities. This session outlines several steps you can immediately take to build your workforce for the 21st century.

CITY OF BELL AFTERMATH: PICKING UP THE PIECES *Doug Wilmore*

In 2010, the City of Bell scandal rocked the public sector world. To date it is the largest local government scandal in the history of the State of California. The scandal raised critical questions about local government finances, citizen engagement, and transparency. Former Bell City Manager Doug Wilmore will provide an in depth look at what he encountered when he took over Bell and what it took to put the pieces back together.

HR AUDIT-POLICY REVIEW *Nate Kowalski & Jay Trinnaman*

Nate Kowalski and Jay Trinnaman of Atkinson, Andelson, Loya, Ruud & Romo will discuss efforts public agencies need to undertake to insure that their rules, policies and procedures are up too date and in compliance with the law. The presenters will give advice on establishing Human Resources rules and policies that are clear, understandable and compliant. Additionally, they will provide methods for insuring that rules and policies are regularly audited to withstand legal challenges.

ALTERNATIVE STAFFING *Daphne Anneet*

Agencies often rely on a variety of different staffing sources to supplement their regular workforces. Independent contractors, PERS retirees, and temporary agency employees, are all examples of alternative staffing that many of us use. Daphne Anneet of Burke, Williams & Sorensen will speak to the limitations and potential legal pitfalls of this practice. This session will provide the current state of the law, including the impacts of new laws impacting temporary employment, and clarify an agency's rights, responsibilities and limitations when employing alternative staff.

LEGAL UPDATE *Scott Tiedemann*

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

FEATURED SPEAKERS AND TOPICS



KEYNOTE SPEAKER: Motivating Leaders in Critical Times

James Lloyd, 9 Screens International, Inc.

With an ever more challenging workplace environment, it is evident that even the most equipped and proactive public agency is in need of motivation and encouragement to keep moving forward in a positive and effective manner. As HR professionals who are often in the middle of dealing with all types of challenging issues, we must continually renew our motivation and passion to lead employees and our teams in these critical times. For the past thirty years, inspirational speaker James Lloyd has captivated and motivated audiences on five different continents. He magically engages listeners with his genuine down-home approach – a unique blend of timely humor, insightful knowledge, contagious enthusiasm, and personal sharing. James plucks his poignant stories from a background rich in training and leadership development and will impart vision while encouraging you as your agencies leaders to visualize new horizons and ways to help your teams develop to their fullest potential.