

December 31, 2008

Re: IPELRA Public Sector Employment Law Seminar

It is with great pride that IPELRA presents its second annual Public Sector Employment Law Seminar with the generous assistance of Seyfarth Shaw LLP. This seminar includes all of your favorite Seyfarth attorneys, and it will be filled with critical information that we in the public sector need to know!

The seminar will be held on **Friday, March 6, 2009**; and this year we have a wonderful new location, the Q Center in St. Charles, Illinois. This new facility allows us plenty of room, excellent technological capabilities, and a beautiful, productive environment in which to learn. Overnight accommodations are available at the rate of \$170 per night. *In addition, this seminar has been approved for up to 6.25 hours of CLE credit.*

We invite all IPELRA members to attend this helpful seminar, and we hope you will encourage other non-union supervisors and managers from your organization to attend, as well. The attached brochure and registration form detail the plenary presentations and up to seven different breakout sessions from which to choose.

IPELRA has worked hard to consistently provide high quality training at affordable prices for public sector employers. In recognition of the tough financial times we are facing, we are offering the added value of an **Early Bird Registration** rate that makes this all-important training program even more affordable! Don't miss out – register by January 30th and pay only \$160 (\$180 for non-IPELRA members).

If you have any questions about the enclosed materials, please feel free to call the IPELRA Secretariat, Debi Stensland (312-782-1752), Training Committee Chair Ann Everhart (815-356-3653), or me (630-372-4251). We look forward to seeing you at the seminar on March 6, 2009.

Sincerely,

Sandra Vincent Richard

IPELRA President



Public Sector Employment Law Seminar

Conducted by:
SEYFARTH SHAW LLP

*The program format will offer
two plenary sessions:*

YOU BE THE ARBITRATOR -- Sharpen your skills in this interactive session moderated by Jim Baird, in which you will be given the facts of challenging contract interpretation and disciplinary grievances, hear oral arguments from Seyfarth attorneys, and then be asked how you would rule and why. Each case will be followed by insights and analysis from two leading Illinois arbitrators, Peter Meyers and Jeanne Vohnhof.

BARGAINING IN TOUGH TIMES – Rising Costs, Declining Revenues, Something's Got to Give -- This session will include a discussion of recent collective bargaining settlements and trends, with an emphasis on bargaining strategies during an economic downturn and changing medical insurance benefits.

And your choice of two breakout sessions:
Each registrant plans a unique curriculum by selecting two of up to seven different sessions which may be offered, depending upon registration. See the registration form (attached) for a complete description of each session.

Advance registration is required and must be submitted by February 20. First registered, first selected for choice of sessions. *Registration is limited to non-union human resource and management professionals, department directors and/or municipal administrators and attorneys.*

Overnight Accommodations: IPELRA has arranged for a small block of Executive Rooms at the Q Center for the nights of Thursday, March 5 and/or Friday, March 6. The rate is \$170 per night and includes dinner and breakfast and arrangements are to be made through IPELRA. Please indicate any lodging needs on the attached registration form.

Friday, March 6, 2009

8:30 a.m. – 4:30 p.m.
Registration begins at 7:45 am
(See Full Agenda Over →)



Q Center
1405 N. Fifth Avenue
St. Charles, Illinois
(630) 377-3100



Cost (before 1/30/09):
IPELRA Members - \$160
Non-Members - \$180

Cost (after 1/30/09):
IPELRA Members - \$175
Non-Members - \$195

This seminar is eligible for up to 6.25 hours of CLE credit for attorneys.

**IPELRA
PUBLIC SECTOR EMPLOYMENT LAW SEMINAR**

MARCH 6, 2009

TENTATIVE AGENDA



7:45-8:30 am Registration & Continental Breakfast

8:30-10:00 am Plenary Session 1: *You be the Arbitrator*

10:00-10:15 am Break

10:15-11:45 am Concurrent Breakout sessions:*

- Conducting Effective Employee Disciplinary Investigations
- New FMLA/ADA Amendments and Regulations—*What You Need to Know*
- Wage/Hour Developments—*Tales from the FLSA Front & a Discussion of the Comp Time Conundrum*
- Police and Fire Interest Arbitration Update
- Employment Discrimination Update and the Legal Aspects of Employee Performance Evaluations
- 2009 “Alphabet Soup” for the Labor and Human Resources Practitioner
- Legal Limitations in Public Sector Hiring

Attendees will receive class schedules indicating their individual breakout assignments during registration.

11:45 am-1:00 pm Lunch

1:00-2:30 pm Second Round of Concurrent Breakout Sessions [same topics as listed above]

2:30-2:45 pm Break

2:45-4:30 pm Plenary Session 2: *Bargaining in Tough Times--Rising Costs, Declining Revenues, Something's Got to Give*

4:30-6:00 pm Ask the Attorney Reception

*Note: Only the six most desired breakout sessions will be selected for presentation, so get your preferences in early!

SESSION PREFERENCES

To Be Submitted with Registration Form (over)

Please request your breakout sessions by indicating your preferences in rank order (1-7, with #1 being your most desired). Every effort will be made to assign registrants to their top choices.

Ranking	Course Title & Description (each session is approximately 90 minutes in length)
———	Conducting Effective Employee Disciplinary Investigations -- This presentation will <i>briefly</i> discuss issues concerning initiation of the investigation, need for an affidavit (police only), selection of the investigator, compliance with <i>Weingarten</i> rights and the Peace Officers Disciplinary Act and/or Firefighters Disciplinary Act, as well as factors to be considered in determining the level of discipline issued. The discussion will include analyses of scenarios and/or discussion of issues presented by participants. <i>Participants are encouraged to email issues and/or situations for discussion purposes to dstensland@seyfarth.com.</i>
———	New FMLA/ADA Amendments and Regulations—What You Need to Know -- This program will provide an overview of the recent amendments to the Americans With Disabilities Act, effective January 1, 2009, as well as the extensive changes to the Family and Medical Leave Act, effective January 16, 2009. Included: <ul style="list-style-type: none"> • The ADA amendments that now cover additional employees • The FMLA amendments regarding leave to care for an injured military service member, as well as employees/family members who are called up for military duty • The extensive changes to the FMLA regulations • The Department of Labor's new FMLA forms
———	Wage/Hour Developments—Tales from the FLSA Front & a Discussion of the Comp Time Conundrum -- This session will include: <ul style="list-style-type: none"> • Application of Sections 7(g) and (k) <ul style="list-style-type: none"> • 7(g) - employee works at two jobs in same week; overtime at rate of job, not blended rate • 7(k) - 7-28 overtime measurement work period for public safety personnel • Interplay of Illinois and federal laws on exemptions • Special police and fire issues • Auditing for FLSA compliance -- exempt status and other matters • The Comp Time Conundrum
———	Police and Fire Interest Arbitration Update -- A review of significant interest arbitration awards involving public safety employees in Illinois during the last year, including an analysis of how the arbitrators resolved key contract language and economic issues, what type of evidence was given the most weight by the arbitrators in reaching their decisions, and which arbitrators were or were not sympathetic to management's problems and concerns.
———	Employment Discrimination Update and the Legal Aspects of Employee Performance Evaluations -- This session will provide a legal update on employment discrimination case law, with an emphasis on legal issues associated with performance evaluations. The session will specifically address EEO implications of the performance appraisal process, as well as the impact of other legal principles ranging from collective bargaining to the Illinois Personnel Record Review Act.
———	2009 "Alphabet Soup" for the Labor and Human Resources Practitioner -- New and pending employment legislation coming out of Washington, recent developments in military leave, public employee privacy rights developments, a review of recent key PSEBA and PEDDA decisions during 2008, and much more ...
———	Legal Limitations in Public Sector Hiring -- This session will provide a general overview and legal update of hiring issues for Illinois public sector employers. The session will address legal issues associated with Title VII and the Americans with Disabilities Act, as well as recent amendments to the Illinois Municipal Code in the police and fire hiring contexts. The session will also address legal issues associated with pre-hire background checks, including compliance with the Illinois Human Rights Act and the Fair Credit Reporting Act.

REGISTRATION and INVOICE
2009 Public Sector Employment Law Seminar (March 6, 2009)

Name _____

Title _____

Jurisdiction _____

Address _____

City/State/Zip _____ Phone _____

E-Mail (required for confirmation) _____



To Register--Return to:
Debi Stensland
IPELRA
Suite 2400
131 S. Dearborn Street
Chicago, IL 60603
secretariat@ipelra.org
Ph: 312-782-1752
Fx: 312-460-7000
FEIN # 362996101

☐ I am an attorney and request CLE credit

☐ I have the following special dietary needs: _____

Lodging (at rate of \$170 per night):

☐ Night of Thursday, March 5

☐ Night of Friday, March 6

Amount Due: *(please check as appropriate))*

Registration:

_____ \$160 member (by 1/30/09)
_____ \$175 member (after 1/30/09)
_____ \$180 non-member (by 1/30/09)
_____ \$195 non-member (after 1/30/09)
_____ Lodging at \$170/night
_____ Dues - \$ _____

Payment Due By March 6, 2009:

(please check one)

_____ Check Enclosed
_____ Faxing form, check to follow

Cancellation Policy: Fees refunded upon receipt of written cancellation by March 1, 2009

☐ **I want to take advantage of the lower member rate - sign me up as a new IPELRA member** (Dues: Principal-\$190; Associate-\$160; Affiliate-\$225) *For more information please contact IPELRA or visit IPELRA's website at www.ipelra.org.*