



Illinois Public Employer Labor Relations Association

2009 Training Conference

**RIDING OUT THE STORM:
Survival Strategies for Public Sector
Employers in a Recessionary Climate**

AGENDA & REGISTRATION

**October 25 - 28, 2009
Eagle Ridge Inn and Resort
Galena, Illinois**

GENERAL INFORMATION: 2009 ANNUAL CONFERENCE

To register ... complete the attached Registration Form and mail or fax it to Debi Stensland at the IPELRA Secretariat office. *Please note that in order to receive the early registration rate, registration forms must be postmarked or faxed by September 21, 2009.*

Registration options ...

Member (before 9/21/09)	\$375
Member (after 9/21/09)	\$425
Non-Member (before 9/21/09)	\$450
Non-Member (after 9/21/09)	\$500
Single Day	\$150
Guest Fee*	\$100

***Guest Fee** ... includes entry to all meals and events provided during the Conference to guests of registrants.

Quantity Discounts ... are available. Register more than five from your jurisdiction and the 6th and further registrants receive a \$50.00 discount.

Accommodations ... IPELRA has once again retained a block of rooms at Eagle Ridge Inn and Resort. Eagle Ridge offers a variety of lodging options that will meet the needs of everyone -- from a guest room at the Inn to fully furnished private villas and homes.

Please make reservations directly with Eagle Ridge. The attached Individual Reservation Request Form lists the available room types and rates. In order to receive your preferred room type and the best rates, make your reservations early!

Housing deadline is September 29, 2009 ... Reservations received after September 29 will be made on a space available basis.

About Eagle Ridge Resort & Spa

... Located in the 6800 acre Galena Territory in northwestern Illinois, just six miles from Historic Galena, thirty miles from Dubuque, Iowa, 100 miles from Madison, Wisconsin and 150 miles west of Chicago, Illinois.

Golf - Known for championship golf, the resort offers 63 holes of some of the best golf in the nation. Headed by The General, all four courses consistently win accolades from such sources as Golf Digest, Links Magazine and Golf Magazine.

Spa - Need to relax and rejuvenate? Then visit the Stonedrift Spa, providing visitors a chance to relax with some amazing treatments.

Fitness Facilities - Eagle Ridge's recreation facilities include a fitness center and an indoor pool and whirlpool.

Boating & Fishing - Spend a relaxing afternoon on one of our canoes, paddleboats, or pontoon boats. Fishing boats are also available on property, along with all necessary fishing licenses.

Horseback Riding - Trail rides are available on miles of trails that will lead you through woods, fields and streams. Lessons are also available.



The entrance to the Resort is located on US Route 20 between Galena and Elizabeth



Dear Colleague:

On behalf of the IPELRA Board of Directors, I am pleased to announce the program for this year's Annual Conference. This past year has proven to be very challenging for public sector employers. For the first time, many of us have had to lay off not one or two, but many, employees -- perhaps even some public safety employees. Others have been involved in tough negotiations with their labor unions seeking concessions and wage freezes. Government agencies are facing unprecedented budget shortfalls, while our state and federal governments continue to bring forth legislation that creates unfunded mandates and burdensome bargaining rules for local government employers. *So, what is a labor relations professional to do?* Join us at the IPELRA Annual Training Conference this Fall, where we will help you "ride out the storm" by providing you with survival strategies to help you through this recessionary climate. The cool Galena air, beautiful autumn colors and the new and renewed friendships continue to make IPELRA's Annual Conference a truly meaningful experience for everyone!

I look forward to seeing you in Galena, Illinois this October

Sandra Vincent Richard, IPELRA President

2009 Annual Training Conference Program Agenda

Sunday, October 25, 2009

8:00 a.m. – 4:00 p.m. **Special Pre-Conference Training:**

NPELRA Interest Arbitration Academy

Clarifies the interest arbitration process to resolve the terms of the labor contract when the parties cannot agree on the resolution of issues during negotiations. Participants will learn the history of interest arbitration and the common procedural elements of a binding interest arbitration law. They will learn to prepare for contract negotiations knowing the negotiations may result in interest arbitration. The presentations will discuss required background material including development of comparison groups and examples of documents to include in the arbitration hearing. Participants will also learn how to prepare an effective exhibit perhaps to illustrate an "ability to pay" argument, cost of living information, and wage comparisons.

Note: Requires separate registration and additional fee (\$299/member; \$399/non-member). Please register directly with NPELRA via the enclosed registration form or on-line at www.npelra.org.

2:00 p.m. – 4:00 p.m.
AND 5:45 p.m. - 7:30 p.m. **Conference
Registration Open**

Avoid the Monday morning rush!

6:00 p.m. – 7:30 p.m. **Welcome Reception**

Join your colleagues for refreshments and networking opportunities.

DINNER ON YOUR OWN!

Monday, October 26, 2009

7:00 a.m. **Morning Nature Walk**

Led By: **Patrick Seger**, IPELRA Vice-President
The group will meet in the lobby at 7:00 a.m. sharp

8:00 a.m. – 8:45 a.m. **Continental Breakfast**

8:45 a.m. – 9:00 a.m. **Welcome & Introduction**

Theresa Rotschafer, NPELRA President
Sandra Vincent Richard, IPELRA President

9:00 a.m. – 10:15 a.m. **KEYNOTE ADDRESS:**

Leading & Managing Through Change

Presented by: **Darryl Harris**, The Carroll-Keller Group, Ltd.

“There is no constant but change.” No one has been able to avoid the turbulence wrought by the economic downturn. Labor relations are stressed, layoffs are imminent and local government leaders face unprecedented staff challenges. In order to ride the waves of change, both leaders and individual contributors must address the impact of change. This session will help attendees master the techniques that will minimize the destructive and negative dimensions of change:

- Maximizing the Benefits of Change
- Managing the Stress
- Understanding the Impact on Human Capital
- Communicating During a Time of Change
- Moving Employees Through Cycles of Change
- Dealing with Staff Who Refuse to Accept Change
- Dealing with Anger and Loss
- Managing the Fear
- Measuring the Impact of Change
- Improving Employee Morale and Motivation

Darryl Harris is a consultant, trainer and coach focused on helping organizations improve their performance by developing the skills and competencies of their people. He brings 20 years of experience working with hundreds of organizations through the world. Darryl is a former CEO of MAST Africa, an international training group based in London. He was also owner and founder of Connemara Consulting in South Africa. His teams were responsible for developing, designing and implementing training programs for clients worldwide.

10:30 a.m. – 11:45 a.m. ***Violence in the Workplace***

Presented By: **Kathleen McComber**, MA, SPHR, UAMS Medical Center

Kathleen will share her personal experience with a violence in the workplace tragedy at her company and the lessons she learned. This presentation will examine workplace violence statistics and provide real tools to implement a workplace violence policy and plan along with real tips for signs of trouble. The session will provide key points of workplace violence prevention. You will also receive information on the following topics:

- Program, policy and prevention ideas
- Open communication and sensitivity training
- Tips to lower the risk of negligent hiring
- Risk and threat assessment information
- EAPs and what they provide
- Handling terminations

CONCURRENT SESSIONS

1:15 p.m. – 2:30 p.m. ***Where’s My Card?***

Presented by: **John Hartnett**, Institute of Government and Public Affairs, University of Illinois; **Greg Newton**, Illinois Dept. of Central Management Services and **Jim Gates**, City of Springfield

This presentation will examine the recent wave of union organizing of middle and upper level management employees in state government. This process affected several thousand employees and was created by a perfect storm that included the administration, the legislature and the Labor Board. The result has had a profound and irreparable impact on the organizational structure of state government. In many agencies, including those that have a workforce of thousands, less than 5% of the workforce remains outside coverage by a union, raising serious questions for day-to-day operations.

Could this happen in other jurisdictions? The answer is unquestionably “yes” -- unless appropriate steps are taken to avoid this in the future. The discussion will range from culture to economics, and the audience will hear first-hand from those who experienced these changes and from those who fear it is on the horizon for them.

1:15 p.m. – 2:30 p.m. ***Public Safety Forum: What’s New and Its Impact on YOU***

Presented By: **Jill D. Leka** and **Yvette Heintzelman**, Seyfarth Shaw LLP

This session will cover a variety of police/fire hot topics, current case law, recent legislation, etc. and will include tips and strategies for dealing with such issues as discipline and disciplinary investigations, injured employees, PSEBA and PEDAs, and various promotional matters.

CONCURRENT SESSIONS

2:45 p.m. – 4:00 p.m. ***Reductions in Force II***

Presented By: **Michael Richardson** and **Amy Gaylord**, Franczek Radelet P.C.

This session is a follow up to the wildly popular training session presented by IPELRA on reductions in force. In this session Franczek Radelet P.C. Attorneys Mike Richardson and Amy Gaylord will review the legal and practical issues involved in implementing workforce reductions, tell you how other communities have implemented RIFs and have achieved workplace savings, review union responses to cutbacks, and prepare us for “Round Two.” How have reductions impacted our organizations? How will we cope with a smaller workforce? How should we handle further reductions? What

Monday, October 26, 2009 (cont.)

do we do if we cut needed skills and/or need to do selective hiring? How do we spend or make improvements in other areas while employees are on layoff or furloughs? What does this mean for future bargaining? How and when do we bring people back? Join us for this informative and interactive session as we forge ahead into the new frontier.

2:45 p.m. – 4:00 p.m. **Handbook Hazards: A Help or Hindrance in Negotiating Stormy Seas?**

Presented by: **Lisa Callaway**, Vice President, General Counsel, The Management Association of Illinois

In times of turmoil, particularly those that might include legal action, your organization's personnel manual can protect and support your position. Unfortunately, personnel manual

policies can also be used against an organization to support employee claims. With employment laws rapidly changing, it is essential that your organization's personnel manual be up-to-date and consistent with federal and Illinois employment laws. This session will assist human resources professionals in reaching that goal.

5:00 p.m. – 5:30 p.m. **Sponsor's Reception**

IPELRA's Board of Directors hosts a special reception for Conference Sponsors.

5:30 p.m. – 6:30 p.m. **First Timer's Reception**

IPELRA's Board of Directors hosts a special reception for first-time attendees.

6:30 p.m. **Dinner at Susan Love's**

The Monday night tradition continues! Susan Love once again treats us to her legendary lasagna dinner out in the Galena Territory. EVERYONE IS INVITED!

Tuesday, October 27, 2009

7:00 a.m. **Morning Nature Walk**

Led By: **Kay Argo**, IPELRA Training Committee
The group will meet in the lobby at 7:00 a.m. sharp

8:00 a.m. – 8:45 a.m. **Continental Breakfast**

8:45 a.m. – 10:00 a.m. **Strange, But True (And Compensable), Workers' Comp Experiences**

Presented By: **Robert Ulrich**, Maciorowski, Sackmann & Ulrich

Every employer has dealt with one of those seemingly incredulous workers' compensation claims -- that amazingly ended up being compensable. This session will present several *strange but true* case studies, along with tips from a veteran workers' compensation attorney on how to keep them from happening to you.

10:15 a.m. – 11:30 a.m. **S.B. 1715 - The Advent of Interest Arbitration in The Non-Public Safety Context**

Presented By: **James Powers** and **Ronald Kramer**, Seyfarth Shaw LLP

Beginning on January 1, 2010, Illinois public employers who are bargaining first contracts for units of less than 35 employees will have to grapple with a new bargaining scheme that was previously reserved for only police, fire and

correctional employees. In addition to creating accelerated time lines for bargaining and mediation, S.B. 1715 imposes interest arbitration as the primary dispute resolution mechanism for non-public safety units of less than 35 employees. Ron and Jim will highlight the more significant aspects of the new law, and address various steps that public employers may want to consider taking now in preparation for interest arbitration demands in the first contract context. Among other things, Ron and Jim will discuss what employers can do before a representation petition has actually been filed, as well as bargaining strategies once negotiations begin. [NOTE - at time of publication, Governor Quinn still has not signed Senate Bill 1715. In the event S.B. 1715 is vetoed, IPELRA will modify this presentation topic].

11:45 a.m. – 12:45 p.m. **LUNCH**

CONCURRENT SESSIONS

1:00 p.m. – 2:15 p.m. **Just When You Thought You Had the FMLA Figured Out ... It Changed**

Presented By: **Susan Love**, Davis & Kuelthau

The FMLA continues to challenge employers. In this session an expert in the field will discuss recent changes to the FMLA and their impact on public sector employers.

1:00 p.m. – 2:15 p.m. **Keep Your Hands
“Off” My Off Duty**

Presented By: **Timothy E. Guare**, Hodges, Loizzi, Eisenhammer, Rodick & Kohn

Public employers have always functioned in a “goldfish bowl,” with valid concerns for the impact that employees’ off-duty misdeeds have on the employer’s public reputation. Identifying the “line” that gets “crossed” by employees’ off-duty behaviors has always been challenging. In the current climate of rapidly advancing technology and legislative expansion of employees’ political rights, that “boundary” is getting more elusive every day. How bad does off-duty misconduct have to be before the employer can respond? When do employees’ “privacy rights” have to bow to the employer’s interests? How far can employees go in their pursuit of political goals? This session will delve into these (and other) questions and survey the legal standards (both constitutional and statutory) and arbitral standards that come into play when “good” employees go “bad” off the clock. *Feel free to bring your own “hypotheticals!”*

CONCURRENT SESSIONS

2:30 p.m. – 3:45 p.m. **Vulnerability Audits -
Using CHECKLISTS to Avoid Using
CHECKBOOKS**

Presented By: **James Botana**, Jackson, Lewis

Preventive practices are always essential to improving labor relations. In these times of economic uncertainty, the need to review your labor relations proactively is even more important. This program will discuss how to prepare a plan to avoid the courthouse, including:

- identifying and addressing supervisory and managerial needs for training about employee and management rights and responsibilities; and
- decreasing the chances that employees will feel the need to turn to a third party, such as a government agency or court.

2:30 p.m. – 3:45 p.m. **How to Say What You
Don’t Want to Say ... to People Who
Don’t Want to Hear It: The Bad News
of Downsizing**

Presented By: **Margaret Kostopulos** and **David Lefkow**, Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C.

These days, local governments find themselves being faced with making tough and immediate decisions as they adapt to ensure survival through the recession. One solution is often

downsizing. However, there are often negative effects on all employees when an organization conducts a reduction-in-force. In this session, considerations for planning and communicating the downsizing process are identified and suggestions for management development are presented. The session will look at the most advantageous and practical approaches in dealing with employees who will be leaving, while providing critical consideration to surviving employees. This session also will address how to avoid downsizing malpractices that are common but inefficient and dangerous.

4:00 p.m. - 4:45 p.m. **ASK THE ATTORNEYS
ROUND TABLE**

Please join us as we probe our speakers’ minds on the many hot topics that plague us daily as human resources and labor relations professionals. Attendees are encouraged to submit questions for discussion prior to the session (forms will be available at the registration table for this purpose).



**JOIN US FOR OUR 2009
CONFERENCE BANQUET!!**

6:00 p.m. – 7:00 p.m. **Annual Conference
Reception**

Time to meet and greet before dinner

7:00 p.m. – 8:00 p.m. **Annual Conference Dinner**

Enjoy a relaxing dinner with your colleagues

8:00 p.m. **Entertainment: The Blooze Brothers**

Back by popular demand! This high-powered, choreographed, 10-piece show band covers music from the 40’s to Top 10, Swing, Motown, Soul, R & B, Classic Rock, Original music from the band, and of course the band’s homage to the music and crazy antics of the famous original Blues Brothers!



Wednesday, October 28, 2009

8:00 a.m. – 9:00 a.m. **Annual Business Meeting and Buffet Breakfast**

Join the Board and your fellow members for IPELRA's 2009 Annual Business Meeting

9:00 a.m. – 10:15 a.m. **Collective Bargaining and Interest Arbitration in Tough Times**

Presented By: **Ted Clark and Robert J. Smith, Jr.**, Seyfarth Shaw LLP

This session will discuss bargaining trends, negotiating strategies and recent collective bargaining and interest arbitration developments during these challenging economic times, including guidelines for successful negotiations during a fiscal crisis, a discussion of innovative settlement designed to control labor costs, and a review of key interest arbitration awards addressing the impact of the economic downturn on wages and benefits.

10:30 a.m. – 11:45 p.m. **Somewhere Over The Rainbow ... What About Today?**

Presented By: **Mary Pat Knight**, Leaders Inspired™

When all about us seems to be in chaos, confusion, doom and gloom, it can be difficult to be passionate about our work and

feel great about possibilities or commit to achieving outrageous results. It's difficult to be the beacon of hope when we have been required to be the bearer of budget cuts and personnel layoffs. But ... there is hope, and the hope begins with us. Times of terrific pressure, like what we have been experiencing this year, are opportunities to create new worlds and transform outdated ideas.

This interactive talk looks somewhere over the rainbow but focuses on what we can do right now to allow us to "ride out the storm." Purpose, attitudes, self-care and up-leveled communication will be explored. The result is a clear understanding of the value that we bring to our organizations and how to support ourselves to make the great future happen today, no matter what. This is a message of practical hope where we can move into immediate positive action.

11:45 a.m. - **Raffle and Adjourn**

Stick around for the drawing – you could win a free two-night stay at beautiful Eagle Ridge Resort and Spa!

REGISTER TODAY!

Early Registration Discount Ends
September 21, 2009

IPELRA 2009 ANNUAL CONFERENCE SPONSORS!

Franczek Radelet P.C.

Gallagher Benefit Services

Jackson Lewis

Maciorowski, Sackmann & Ulrich

The Management Association of Illinois

PublicSalary.com (City Tech USA)



REGISTRATION FORM

Name			To Register: Complete and return by 10-16-09 to: Debi Stensland IPELRA 131 S. Dearborn, Suite 2400 Chicago, IL 60603 PH: 312-782-1752 Fax: 312-460-7000 FEIN # 362996101
Title			
Agency			
Address			
City			
State		Zip	
Phone		FAX	
E-Mail			
IS THIS YOUR FIRST IPELRA CONFERENCE? <input type="checkbox"/> Yes <input type="checkbox"/> No			
<input type="checkbox"/> I am an attorney and am interested in receiving CLE credit			

PREFERENCES FOR CONCURRENT BREAKOUT SESSIONS (please choose one for each time slot)			
Mon. 10/26 (1:15 pm)	<input type="checkbox"/> Where's My Card?	OR	<input type="checkbox"/> Public Safety Forum
(2:45 pm)	<input type="checkbox"/> Handbook Hazards	OR	<input type="checkbox"/> Reduction in Force II
Tues. 10/27 (1:00 pm)	<input type="checkbox"/> Keep Your Hands "Off"	OR	<input type="checkbox"/> FMLA
(2:30 pm)	<input type="checkbox"/> Vulnerability Audits	OR	<input type="checkbox"/> Downsizing

Registration Types and Options		Payment (Must be received by October 16, 2009)	
Member Rates		Full Program Registration	\$ _____
Postmarked on or before 9/21	\$375	Single Day Registration	\$ _____
Postmarked after 9/21	\$425	Date: _____	
Non-Member Rates		Guest Registration	\$ _____
Postmarked on or before 9/21	\$450	Name: _____	
Postmarked after 9/21	\$500	New Membership Fee	\$ _____
Options		Type: _____	
Single Day Registration	\$150	Quantity Discount (credit)	(\$ _____)
Guest Fee (includes all meals & events; guests must be pre-registered in order to attend meals and events)	\$100	Total Due	\$ _____
Quantity Discount: Register more than 5 from your jurisdiction and the 6th and further registrants receive a \$50.00 discount		_____ check enclosed _____ voucher	
		_____ purchase order _____ faxing form/check to follow	

_____ **I want to take advantage of the lower member rate - sign me up as a new IPELRA/NPELRA member** (Dues: Principal-\$190; Associate-\$160; Affiliate-\$225; Student-\$50; Retiree (IPELRA only)-\$75) *For more information on becoming an IPELRA member, please visit www.ipehra.org or contact Debi Stensland at the IPELRA Office.*

Cancellation Policy: Complete registration fees will be refunded only upon receipt of written confirmation prior to October 16, 2009.

EAGLE RIDGE RESORT & SPA
RESERVATIONS OFFICE
PO BOX 777
GALENA, IL 61036
PHONE 800-892-2269 (Option #1) FAX 815-777-5609

INDIVIDUAL RESERVATION REQUEST

GROUP NAME: Illinois Public Employer Labor Relations Association
GROUP DATES: **Saturday, October 24, 2009 - Thursday, October 29, 2009**
GROUP NUMBER: 6889VW

**PLEASE COMPLETE & RETURN THIS FORM TO THE ABOVE ADDRESS
OR CALL PHONE 800-892-2269 (Option #1) BY: Tuesday, September 29, 2009**

Reservations received after this date will be accepted based on availability.

GUEST NAME: _____
ADDRESS: _____
CITY, STATE, ZIP: _____
DAY TELEPHONE: _____
ARRIVAL DAY/DATE: _____
DEPARTURE DAY/DATE: _____
NUMBER OF NIGHTS: _____

TYPE OF ROOMS/UNITS	NUMBER OF ROOMS/UNITS	NUMBER OF GUESTS	NIGHTLY RATES	RESORT AMENITY FEE
INN ROOMS			130.00	15.00
1 BEDROOM VILLA			145.00	15.00
2 BEDROOM VILLA			180.00	18.00
3 BEDROOM VILLA			280.00	20.00
3 BEDROOM DISTINCTIVE HOME			300.00	20.00
4 BEDROOM DISTINCTIVE HOME			489.00	25.00
5 BEDROOM DISTINCTIVE HOME			609.00	30.00

Units are assigned based upon availability. You will be notified if we cannot accommodate your reservation. You will receive a written confirmation of your reservation. Rates do not include current 11% lodging tax. A limited number of resort homes allow pets. \$75.00 per stay. Maximum of one pet and less than 50 pounds. Holidays require two night minimum stay. Weekend rates apply on Sundays of holiday weekends. We reserve the right to request a two or three night minimum stay. Check-in time is 4 p.m. Check-out time is 12 noon.

Villas and Distinctive Homes with nearby access to a shared, semi-private outdoor pool are available Memorial Day to Labor Day for a \$25 per night surcharge. Accommodations with a hot tub are available for a \$95.00 per night surcharge. Accommodations with a jacuzzi are available for a \$25 per night surcharge.

A resort amenity fee per the schedule shown above will be added to all Inn rooms/units per night. The services fee includes free high speed internet access in hotel rooms and conference rooms; local calls at no additional charge; in-room coffee and tea; daily newspaper available in the lobby (delivered to all inn rooms); free long distance call access for 800 numbers and credit card calls; guest services available to assist with dining reservations and recommendations, flower orders, etc.; unlimited incoming/outgoing faxes; unlimited use of Business/Computer center; daily Galena Shopping Shuttle; unlimited use of indoor pool, whirlpool and towels; unlimited use of tennis courts and equipment; unlimited use of fitness center; 2 hour daily use of bikes, paddle boats and canoes; unlimited use of cross country skis and trails; unlimited use of skates and ice skating pond; unlimited use of sleds and sledding hill; preferred access to restaurants; preferred access to golf course rates; preferred tee times; preferred access to The Stonedrift Spa; unlimited transportation to club areas from Inn.

If you are sharing a room/unit with other attendees, please list their name(s): _____

The individual specifically registering at check in must be 21 years of age. Any credit card presented at check in must be that of the registered guest.

GUARANTEE POLICY

A guarantee fee equal to one night's lodging, resort amenity fee and tax is required to guarantee your reservations and will be charged to a major credit card at the time of booking. This amount will be applied toward your last night's lodging upon check-in.

Guarantee to be made by: _____ Check. Make check payable to Eagle Ridge Resort & Spa. Amount to include 11% tax.
_____ Credit Card. Please complete information below.

VISA _____ MASTER CARD _____
DISCOVER _____ AMERICAN EXPRESS _____
DINER'S CLUB _____ CARTE BLANCHE _____

ACCOUNT NUMBER _____
EXPIRATION DATE _____ 3 DIGIT SECURITY VERIFICATION NUMBER _____
CARDHOLDER'S SIGNATURE _____

CANCELLATION POLICY:

The guarantee fees (first night's lodging, tax and resort amenity fee) will be forfeited if accommodations are cancelled less than **7 days prior to arrival**. You have from now until **7 days prior to arrival** to cancel with a \$35 cancellation fee. The guarantee fees (first night's lodging, tax and resort amenity fee) placed on your credit card at the time of reservation will be forfeited if accommodations are cancel less than **7 days prior to arrival**.



**NPELRA Labor Relations Elective Academy
INTEREST ARBITRATION
October 25, 2009 ♦ Galena, IL**

Elective* Academy: Interest Arbitration: Clarifies the interest arbitration process to resolve the terms of the labor contract when the parties cannot agree on the resolution of issues during negotiations. This arbitration process is in contrast to grievance or rights arbitration based on the terms of an established labor contract. Participants will learn the history of interest arbitration and the common procedural elements of a binding interest arbitration law. They will learn to prepare for contract negotiations knowing the negotiations may results in interest arbitration. The presentations will discuss required background material including development of comparison groups and examples of documents to include in the arbitration hearing. Participants will also learn how to prepare an effective exhibit perhaps to illustrate an "ability to pay" argument, cost of living information, and wage comparisons.

** Elective Academies are independent and not required for CLRP® Certification.*

PARTICIPANT INFORMATION

Please type or print. Complete a separate form for EACH registrant

Name: _____
 Title: _____
 Department / Jurisdiction: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Phone: _____ Fax: _____ Email (required): _____

Academy Fees

- NPELRA Members... \$299.00
- Non-Member..... \$399.00

Make checks payable to **NPELRA** and mail payment with registration form to:

NPELRA
 1012 South Coast Highway
 Suite M
 Oceanside, CA 92054

Please note that you are not registered until payment is received and processed.

Registration fees include an NPELRA Academy Manual, continental breakfast, refreshments, and lunch. Enrollment is limited to 72 people.

Cancellation/Refund Policy

A charge of \$50 will be deducted from any refund for each Academy to cover charges associated with advance mailing of materials and lunch cancellation fees.

CANCELLATIONS WILL NOT BE REFUNDED AFTER OCTOBER 9, 2009

877-NPELRA1 ♦ Fax 760-733-1687 ♦ www.npelra.org

For quicker registration and for more information about our Certified Labor Relations Professional Program (CLRP®), visit **www.npelra.org**



**ILLINOIS PUBLIC EMPLOYER LABOR
RELATIONS ASSOCIATION**

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Suite 2400
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