



**Illinois Public Employer Labor Relations Association**  
**2018 40<sup>th</sup> ANNUAL CONFERENCE**

## ***Full Conference Agenda***


***(Includes Meal Menus-Please contact IPELRA office in advance of conference to notify of food allergies or dietary restrictions)***

<b><u>Sunday, October 21, 2018</u></b>		
8:00 am – 4:00 pm <i>(Registration begins at 7:30 am)</i>	<b>National PELRA Academy III: The Negotiation Process</b>	Eagle I
1:30 pm – 5:00 pm 6:00 pm – 7:30 pm	Conference Registration Desk Open	Ballroom Lobby
<b>Pre-Conference Workshop</b> 2:00 pm – 4:00 pm <i>(Registration begins at 1:30 pm)</i>	<b>Not in Our Locker Room: Are Your Doors Open to Transgender Populations?</b>  Presented by: <b>Keri-Lyn Krafthefer</b> <i>(Ansel Glink)</i>  Panelists: <b>Michael Clark</b> <i>(Palatine Park District)</i> <b>Sophie Michaels</b> <i>(Transgender Panelist)</i>	Galena IV & V  
6:00 pm – 7:30 pm	<b>PRESIDENT'S WELCOME RECEPTION</b>  <i>Sponsored by: Franczek Radelet PC</i>	Eagle II
	DINNER ON YOUR OWN!	

<b><u>Monday, October 22, 2018</u></b>		
7:45 am – 4:15 pm	Conference Registration Desk Open	Ballroom Lobby
7:45 am – 9:00 pm	Sponsor Gallery Open	Eagle III
7:45 am – 8:45 am	<b>Continental Breakfast:</b> Coffee, Tea, Juice; Fruit; Bagels/Cream Cheese, Muffins; Ham, Cheese & Egg Croissants; Fruit Yogurt  <i>Sponsored by: Assurance</i>	Galena Rooms (Lower Level)
8:45 am – 9:05 am	<b>Welcome and Introduction:</b>  <b>Michael Crotty</b> , NPELRA President <b>Leslie Rienzie-Barry</b> , SPHR, SHRM-SCP, IPELRA President	Eagle I & II
<b>KEYNOTE ADDRESS</b> 9:05 am – 10:35 am	<b>Brace for Impact</b>  Presented by: <b>Dave Sanderson</b> <i>(Dave Sanderson Speaks)</i>	Eagle I & II




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<b>Monday, October 22, 2018</b>		
10:35 am – 10:50 am	<b>B R E A K:</b> Granola Bars  <p style="text-align: right;"><i>Sponsored by: <b>Maciorowski, Sackmann &amp; Ulrich</b></i></p>	Sponsor Gallery – Eagle III
<b>PLENARY SESSION</b> 10:50 am – 12:05 pm	<b>An Update on Labor Trends in Illinois</b> Presented by: <b>Robert J. Smith, Jr.</b> ( <i>Clark Baird Smith LLP</i> )	Eagle I & II 
12:05 pm – 1:30 pm	<b>Awards Luncheon</b> Including a brief review of IPELRA's history presented by <b>James Baird</b> , one of our Association's founding fathers  <b>Plated Lunch:</b> Pompeii Chicken (crispy stuffed chicken breast filled with house made pesto and fresh buffalo mozzarella with a basic wine sauce); Grilled Polenta Cake; Fresh Vegetables; Bread Service; Salad; Iced Tea and Lemonade; Strawberry Shortcake  <i>For those attendees who have <u>pre-identified</u> a need for a vegetarian meal: Greek Style Vegetarian Pasta (Kalamata olives, bell peppers, onions, sun dried tomatoes, artichokes and feta cheese, tossed with angel hair pasta, fresh garlic, extra virgin olive oil and white wine) (please notify your server)</i>  <p style="text-align: right;"><i>Sponsored by: <b>Segal Consulting</b></i></p>	Galena Rooms (Lower Level)
1:30 pm – 2:45 pm: <u>CONCURRENT SESSIONS</u>		
<b>Enhancing Healthy Enterprise Efforts with Behavioral Economics</b> Presented by: <b>Christopher Goldsmith</b> ( <i>Segal Consultants</i> )		Eagle I
<b>We're Not Gonna Take It, No We Ain't Gonna Take It, We're Not Gonna Take It Anymore (So We Are Going to File a Grievance and Take It to Arbitration): Recent Arbitration Awards</b> <i>Presented By: <b>Amy Moor Gaylord</b> and <b>Jennifer Dunn</b> (Franczek Radelet PC)</i>		Eagle II 
2:45 – 3:00 pm	<b>B R E A K:</b> Candy Bars; Popcorn  <p style="text-align: right;"><i>Sponsored by: <b>Maciorowski, Sackmann &amp; Ulrich</b></i></p>	Sponsor Gallery – Eagle III
3:00 pm – 4:15 pm: <u>CONCURRENT SESSIONS</u>		
<b>Discipline in the Uniformed Services</b> Presented By: <b>John Kelly</b> ( <i>Ottosen, Britz</i> )		Eagle I 
<b>Workplace Conflict Resolution</b> Presented by: <b>Jenny Andrews</b> ( <i>Sr. HR Consultant, Sikich, LLP</i> )		Galena III-V (Lower Level)



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<b>Then and Now: 40 Years of EEO “Lessons Learned”</b> Presented by: <b>James Powers</b> and <b>Abigail Rogers</b> <i>(Clark Baird Smith LLP)</i>		Galena I & II (Lower Level) 
5:30 pm – 9:00 pm	<b>40<sup>th</sup> ANNIVERSARY CELEBRATION and RECOGNITION OF SPONSORS</b> <i>Meet our sponsors between 5:30 – 6:30 p.m.! See the schedule at the left for the full evening. Come for a while ... or stay for the whole evening! But don't miss it!</i>  <b>Sponsored by: Laner Muchin, Ltd.</b>  <b>GovHR USA</b>	Eagle II
5:30 Light Hors d'oeuvres 6:30 Heavier Hors d'oeuvres 7:30 DJ Ted (Clark) 8:00 Cake		
Dinner on Your Own		

**Tuesday, October 23, 2018**

8:00 am – 4:00 pm	Conference Registration Desk Open	Ballroom Lobby
8:00 am – 10:00 pm	Sponsor Gallery Open	Eagle III
8:00 am – 9:00 am	<b>Continental Breakfast:</b> Coffee, Tea, Juice; Fruit; Bagels/Cream Cheese, Muffins; Southwest Sausage & Egg Skillet; Fruit Yogurt  <b>Sponsored by: PublicSalary.com</b>	Galena Rooms (Lower Level)
<b>PLENARY SESSION</b> 9:00 am – 10:30 am	<b>Human Capital Investment Management and the Organizational Fingerprint</b>  Presented By: <b>Bob Lemke</b> <i>(Arthur J. Gallagher &amp; Co.)</i>	Eagle I & II
10:30 am – 10:45 am	<b>B R E A K:</b> Granola Bars  <b>Sponsored by: HSHS Medical Group</b>	Sponsors Gallery – Eagle III
10:45 am – Noon: <u>CONCURRENT SESSIONS</u>		
<b>Negotiation Tips to Limit Hidden Costs in a Collective Bargaining Agreement</b>  Presented By: <b>Ben Gehrt</b> <i>(Clark Baird Smith LLP)</i>		Eagle I 
<b>Hire Hard, Manage Easy – Tips for Getting the Best Employees</b>  Presented By: <b>Joellen Cademartori</b> <i>(GovHR USA)</i>		Eagle II



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<b>Tuesday, October 23, 2018</b>		
12:00 pm – 1:15 pm	<p><b>Luncheon</b></p> <p>Including a look at IPELRA’s redesigned website!</p> <p><b>Buffet Lunch:</b> Salad (field greens, garden vegetables, honey mustard dressing); Macerated Fruit &amp; Berries; Gemillini Pasta Salad (vegetables, mushrooms, olives, herb vinaigrette); Sea Salt Crusted Top Round of Angus Beef (carved on site -- with herbed boursin cheese mousse, horseradish cream, soft kaiser rolls); Hickory Smoked Turkey Breast (carved on site – with cranberry aioli, sugar cured bacon, baby spinach, muenster cheese, wheatberry bread); Brownies</p> <p><i>For those attendees who have <u>pre-identified</u> a need for a vegetarian meal: A separately plated Vegetarian Sandwich (fresh mozzarella, tomato, grilled vegetables, basil, balsamic vinegar on sourdough bread) (please notify your server)</i></p> <p style="text-align: right;"><b>Sponsored by: HR Source</b></p>	Galena Rooms (Lower Level)
1:15 pm – 2:30 pm: <u>CONCURRENT SESSIONS</u>		
<p><b>We Have a Contract ... Now What Do We Do With It?</b></p> <p style="text-align: center;">Presented By: <b>Lisa Callaway</b> (<i>Engler Callaway Baasten &amp; Sruga, LLC</i>)</p>		Eagle I 
<p><b>The Current State of Sexual Harassment Legislation in the Wake of the “#metoo” Movement</b></p> <p style="text-align: center;">Presented By: <b>Julie Proscia</b> (<i>SmithAmundsen, LLC</i>)</p>		Eagle II 
2:30 – 2:45 pm	<p>B R E A K: Pretzels, Tortilla Chips and Salsa</p> <p style="text-align: right;"><b>Sponsored by: HSHS Medical Group</b></p>	Sponsors Gallery – Eagle III
2:45 pm – 4:00 pm: <u>CONCURRENT SESSIONS</u>		
<p><b>Internal Investigations: What to Ask, What to Write and How to Handle the Unexpected</b></p> <p style="text-align: center;">Presented By: <b>Kelly Hayden</b> (<i>HR Source</i>)</p>		Eagle II 
<p><b>Strategic Thinking in the Grievance/Arbitration Process</b></p> <p style="text-align: center;">Presented By: <b>Joseph J. Perkoski</b> (<i>Robbins Schwartz</i>)</p>		Galena III-V (Lower Level) 
<p><b>Reasonable Accommodations: What Are They? When is Enough, Enough?</b></p> <p style="text-align: center;">Presented By: <b>S. Leigh Jeter</b> (<i>Jeter Law Firm</i>)</p>		Galena I & II (Lower Level) 



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**IPELRA's 40<sup>th</sup> Annual Conference Banquet**

<p>6:00 – 7:00 pm</p> <p><b><u>Reception</u></b></p>	<p>Crudite          Cheese Board          Stuffed Mushrooms          Crab Cakes          Pot Stickers          California Rolls          Salami Coronets          Tomato, Mozzarella &amp; Basil Skewers</p> <p><b><i>Sponsored By:</i></b></p> <ul style="list-style-type: none"> <li>● <b>SmithAmundsen</b></li> <li>● <b>ICMA-RC</b></li> </ul>	<p>Eagle I &amp; II</p>
<p>7:00 – 8:30 pm</p> <p><b><u>Dinner</u></b></p>	<p><u>Eagle Ridge Salad</u>          (greens topped w/pears, dried cranberries, pine nuts          &amp; gorgonzola cheese with balsamic vinaigrette)</p> <p><u>Idaho's Finest Potato Bar</u>          (mashed sweet potatoes and mashed Idaho potatoes, butter, chives, bacon          bits, sour cream, cheddar cheese, brown sugar, nutmeg and cinnamon)</p> <p><u>Carved Top Sirloin of Beef</u>  <u>Carved Oven-Roasted Turkey</u>  <u>Simply Sicily Culinary Station</u>          (bow tie and linguine pastas with vegetables, chicken, Italian sausage,          marinara sauce, pesto sauce, condiments and bread sticks)</p> <p>A Selection of Mini Assorted Desserts          Coffee Station</p> <p><b><i>Sponsored By:</i></b></p> <ul style="list-style-type: none"> <li>● <b>The Horton Group</b></li> <li>● <b>Engler Callaway Baasten &amp; Sraga</b></li> </ul>	<p>Eagle I &amp; II</p>
<p>8:30 – 10:00 pm</p> <p><b><u>An Evening of Comedy</u></b></p>	<p>Hosted by lawyer-turned-comedian Paul Farahvar</p> <p><u>Featuring:</u>          Jeanie Doogan          Patti Vasquez</p> <p><b><i>Sponsored By:</i></b></p> <ul style="list-style-type: none"> <li>● <b>Employer's Claim Service</b></li> <li>● <b>Family Heritage</b></li> </ul>	<p>Eagle I &amp; II</p>



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<b>Wednesday, October 24, 2018</b>		
8:00 am – 12:00 pm	Conference Registration Desk Open	Ballroom Lobby
8:00 am – 12:00 pm	Sponsor Gallery Open	Eagle III
8:00 am – 9:00 am	<b>Annual Business Meeting and Buffet Breakfast:</b> Coffee, Tea, Juice, Fruit, Assorted Baked Goods, Breakfast Potatoes, Scrambled Eggs with Chives, Cinnamon Swirl French Toast, Bacon  <p style="text-align: right; color: blue;"><i>Sponsored by: IRMA</i></p>	Galena Rooms (Lower Level)
<b>PLENARY SESSION</b> 9:00 am – 10:30 am	<b>A Bad Day at the Office: Good Ways to Deliver Bad News and Manage Negative Reviews</b>  Presented By: <b>Melissa DeLay</b> ( <i>TruPerception</i> )	Eagle I & II
10:30 am – 10:45 am	<b>B R E A K:</b> Granola Bars	Ballroom Lobby
<b>CLOSING SESSION</b> 10:45 am – Noon	<b>Everyone's a Lawyer -- IPELRA Edition</b>  Presented By: <b>Paul Farahvar</b> ( <i>Farahvar Law Group, P.C.</i> )	Eagle I & II  <div style="border: 1px solid black; border-radius: 50%; width: 40px; height: 20px; margin: 0 auto; text-align: center; line-height: 20px; background-color: #e69d00; color: white; font-weight: bold;">CLE</div>
Noon	<b>Drawings:</b> Free National PELRA 2019 Annual Conference Registration; Eagle Ridge Gift Certificate; and more	Eagle I & II
12:15 pm – 1:15 pm	<b>IPELRA AMBASSADOR WORKSHOP</b>  Become an IPELRA Ambassador ... Pitch in and help spread the word and mentor new members. The time commitment is small, but the results are big!  Join us for this orientation workshop following the close of the Conference to sign on as an Ambassador and find out what you can do to help.  For more information, please see Debi Stensland at the Registration Desk, or speak with any of IPELRA's Board members.	Eagle I & II