

The Southern California Public Labor Relations Council
is very pleased to present its

39th Annual Labor Relations Conference
Thursday, February 16, 2023.

The topics are timely and of major importance to labor relations and human resources professionals, and are provided at an incredible value.

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.

Early Registration

\$100 per person for Agency Members
\$125 per person for Non-Members

After February 3, 2023

\$125 per person for Agency Members
\$150 per person for Non-Members

For more information, please contact:

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SCPLRC 2023

The 39th Annual Labor Relations Conference



Thursday, February 16, 2023

8:00 AM to 4:30 PM

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

AGENDA – FEBRUARY 16, 2023

8:00AM - 8:45AM

Registration and Continental Breakfast

8:45AM - 9:00AM

President's Welcome

9:00AM - 10:00AM

Keynote Address

The Five Strategies to Recruit, Retain, and Inspire the Next Generation of Workers

Dr. Santor Nishizaki

10:15AM - 11:30AM

Concurrent Sessions

LABOR RELATIONS 101 – Nate Kowalski & Jay Trinnaman

LIFE AFTER COVID...SORT OF? – Kelly Trainer Policky

11:45AM -1:00PM

Networking Lunch/Introduction of SCPLRC Board

QUIET QUITTING, AND ITS CURE – James Lloyd

1:15PM - 2:30PM

Concurrent Sessions

A NIGHTMARE ON CALPERS STREET (SB 278) – Steve Berliner

NEGOTIATIONS DURING INFLATIONARY TIMES – Alfonso Estrada

2:45PM - 4:00PM

General Session

LEGAL AND LEGISLATIVE UPDATE - Scott Tiedemann

4:00PM - 4:30PM

Raffle

MORNING CONCURRENT SESSIONS

LABOR RELATIONS 101 – Nate Kowalski and Jay Trinnaman, Atkinson, Andelson, Loya, Ruud, and Romo

Designed for those new to the profession, but critical even for those with years of experience, “Labor Relations 101” will cover the basics that everyone needs to know. The obligation to meet and confer under the MMBA, the scope of bargaining, and recent legislative and legal developments will all be captured in this presentation.

LIFE AFTER COVID...SORT OF? – Kelly Trainer Policky, California Joint Powers Insurance Authority

After more than two years of dealing with COVID-19 and having to adjust, rethink, and re-imagine how to continue to provide services to the public, it seems like COVID-19 may be behind us (or at least well on its way out). Even though most agencies are now back to regularly providing in-person services, the impact to operations and employee-employer relations have been changed forever. Join Kelly Trainer Policky, one of our most dynamic and requested speakers, and find out what Covid-related employment and labor issues you will continue to deal with, e.g. on and off again masking requirements, alternate work schedules (remote, hybrid, others), employee absences, etc. Welcome to the New Normal.

LUNCH SPEAKER

QUIET QUITTING, AND ITS CURE – James Lloyd, 9 Screens International

The Labor Council is pleased to welcome back Mr. James Lloyd, one of its most highly acclaimed speakers from past conferences. James’ unique talent of combining a sense of humor, genuine empathy, and compelling anecdotes will provide fresh insights and perspectives on retaining top talent. He will offer powerful tools and techniques on what retention questions should be asked as we all face the new Moment of Truth.

AFTERNOON CONCURRENT SESSIONS

A NIGHTMARE ON CALPERS STREET (SB 278) – Steve Berliner, Liebert Cassidy Whitmore

SB 278 greatly increases employer exposure to costs and penalties for errors. SB 278 makes employers pay back overpayments in CalPERS benefits made to retirees who have part of their compensation disallowed. This is a complete reversal of the prior law. The legislation became effective on January 1, 2022 but agencies still have the opportunity to reduce their potential liability. All agencies should review their MOUs as well as the actual practices of its payroll department to ensure that compensation reported is allowed under the law. This presentation will discuss what the law does, describe some of the key problem areas to review, offer suggested MOU language, and discuss the meet and confer considerations.

NEGOTIATIONS DURING INFLATIONARY TIMES – Alfonso Estrada, Hanson Bridgett

Contract negotiations are always a challenge, but in the past year they have become even more so, with record levels of inflation leading to employee demands for greater salary increases. We are pleased to welcome back Mr. Alfonso Estrada of Hanson Bridgett, who will share thoughts, tips, and strategies on how to negotiate labor agreements in the current economic environment.

GENERAL SESSION

LEGAL AND LEGISLATIVE 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. 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 ADDRESS

The Five Strategies to Recruit, Retain, and Inspire the Next Generation of Workers - Dr. Santor Nishizaki

According to Gallup, “quiet quitters” or disengaged employees make up at least 50% of the U.S. workforce, and Millennials and Gen Z’ers are the most disengaged workers. This keynote presentation will give you an overview of the Five Apps to recruit, retain, and lead our younger staff that we can implement on Monday! Through years of research and experience working for companies like Disney and JPL/NASA and being featured in the *Wall Street Journal*, *Fast Company*, *SHRM*, and more, Dr. Santor Nishizaki will provide proven ways to get the best out of our employees to serve our community.