



CALPELRA 2020

AGENTS OF CHANGE

UNLEASH YOUR SUPERPOWERS!

**CONFERENCE
SCHEDULE**

MONDAY 11•16

7:00 a.m. - 8:00 a.m.	MORNING WAKEUP ACTIVITY								
8:15 a.m. - 8:30 a.m.	OPENING CEREMONY and CONFERENCE WELCOME								
8:30 a.m. - 10:00 a.m.	KEYNOTE KIMBERLY PAPILLON • The Neuroscience Of Decision-Making For Human Resources Professionals: Excellence, Equity, And Actual Solutions (part 1 of 3)								
10:00 a.m. - 10:15 a.m.	BREAK								
10:15 a.m. - 11:00 a.m. (45 min.)	The Art Of Conducting Internal Investigations <i>Jennifer Shaw, Shaw Law Group</i>	Race And Gender Relations In The Workplace: Emerging Trends <i>Karin Bailey, Cecilia L. Martin, Kronick Moskovitz Tiedemann & Girard</i>	HR Avengers: Back To Disability Basics <i>Katy A. Suttorp, Kelly A. Trainer, Burke, Williams & Sorensen</i>	Union Activity And Whistleblowing <i>Ruth M. Bond, Ian Long, Renne Public Law Group</i>	The Independent Contractor Compliance Review: Overlapping Issues And Legal Compliance <i>Elizabeth T. Arce, Gage Dungey, Liebert Cassidy Whitmore</i>	DOL's New "Final Rule" And How It Will Change Overtime Requirements For Public Agencies Under The FLSA <i>Steven Shaw, Jeff Sloan, Sloan Sakai Yeung & Wong</i>	Bargaining In The Era Of Pandemics <i>Laura Izon, Jay Trinnaman, Atkinson, Andelson, Loya, Ruud & Romo</i>		CALPELRASparks Loaded Words: Do You Know The Cultural Connotations Of These Polarizing Terms? <i>Corrie J. Klekowski, Paul, Plevin, Sullivan & Connaughton</i>
11:00 a.m. - 11:15 a.m.	BREAK								
11:15 a.m. - 12:00 p.m. (45 min.)	Implicit Bias For The HR/LR Professional <i>Douglas N. Freifeld, Fagen Friedman & Fulfrost</i>	Addressing The Elephant In The Room: The Impact Of Race In Investigations <i>Christina Ro-Connolly, Zaneta Butscher Seidel, Alezah Trigueros, Law Offices of Amy Oppenheimer</i>	Is This Person My Employee? AB 5 One Year Later <i>Karin Bailey, David W. Tyra, Kronick Moskovitz Tiedemann & Girard</i>	Point-Counterpoint: Positions And Strategies From Management And Unions On Key Issues <i>Eddie Kreisberg, Meyers Nave</i>	Lessons Learned From The Pandemic: What We Never Thought Of Before COVID-19 <i>Alison D. Alpert, Joseph Sanchez, Best Best & Krieger</i>	Hug The "Frenemies": Cultivating Your Professional Relationships With Labor To Achieve Your Goals <i>Charlie Castillo, City of Petaluma; Gina M. Roccanova, Jackson Lewis</i>	Labor Negotiations In Times Of Fiscal Crisis: Strategies For Confronting New Economic Realities <i>Michael Huston, Colin J. Tanner, Aleshire & Wynder</i>	Wait... I Was Supposed To Do What? Navigating The Complexities And Aftermath Of Emergency Personnel Decisions During A Pandemic <i>Spencer Wilson, Renne Public Law Group</i>	Positive Performance Improvement Plans: Effective Use Of PIPs To Give Supervisors The Tools To Improve Employee Performance <i>Arlene Prater, Best Best & Krieger</i>
12:00 p.m. - 5:00 p.m.	SPONSORED WEBINARS, VIDEO ON-DEMAND, AND NETWORKING OPPORTUNITIES								
								Your Agency's Culture: Are You Managing And Determining It, Or Is Someone Determining It For You? <i>Bob Deis, Mgmt. Strategies Group</i>	What HR Needs To Know About Pension Cost Projections <i>Mary Beth Redding, Deanna Van Valer, Bartel Associates</i>
								Potential Liability Issues Related To Public Agency Paid Leave Programs <i>Erica Russell, Hanson Bridgett</i>	

TUESDAY 11 • 17

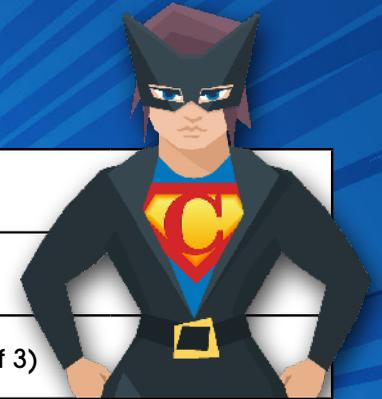
7:00 a.m. - 8:00 a.m.	MORNING WAKEUP ACTIVITY									
8:00 a.m. - 12:35 p.m.	SPONSORED WEBINARS, VIDEO ON-DEMAND, AND NETWORKING OPPORTUNITIES									
12:45 p.m. - 1:45 p.m.	KIMBERLY PAPILLON • The Neuroscience Of Decision-Making For Human Resources Professionals: Excellence, Equity, And Actual Solutions (part 2 of 3)									
2:00 p.m. - 3:30 p.m. (90 min.)	Putting Together California's Leave Of Absence Puzzle <i>Jennifer Shaw, Shaw Law Group</i>	Investigators, Mount Up! Catalyzing Change In Workplace Culture Through Effective Investigations <i>Aisha Shelton Adam, Adam Law</i>	Annual Update Of Key Labor Relations Decisions From PERB, The Courts, And The Legislature <i>Janet Cory Sommer, CALPELRA; Tim Yeung, Sloan Sakai Yeung & Wong</i>	Disability Accommodation Bootcamp: Insider And Outsider Tips For Managing Disability Accommodation And Leaves Of Absence <i>Michael J. Etchepare, Judicial Council of California; Corrie J. Klekowski, Paul, Plevin Sullivan & Connaughton</i>	Unmask The Secrets In Your CalPERS Valuation Report: Understanding Pension Costs 101 <i>Mary Beth Redding, Deanna Van Valer, Bartel Associates</i>	Layoffs, Furloughs, And Concessions: Navigating And Negotiating During Financially Challenged Times <i>Shelline Bennett, Richard Bolanos, Liebert Cassidy Whitmore</i>	Death By A Thousand Meetings: Bankruptcy, Chapter 9, And Vested Rights In The Age Of COVID-19 <i>Bob Deis, Mgmt. Strategies Group; Kim Gillingham, Goyette & Assoc.; Marc A. Levinson, Orrick; Charles Sakai, Sloan Sakai Yeung & Wong</i>	More Heroes, Less Villains: Advanced Strategies For Defeating Workplace Harassment <i>Traci I. Park, Kelly A. Trainer, Burke, Williams & Sorensen</i>	Law Enforcement Update <i>Alfonso Estrada, Jay Trinnaman, Atkinson, Andelson, Loya, Ruud & Romo</i>	Bargaining Table Politics <i>Rex Randall Erickson, Erickson Law Firm; Eric Ramones, West Valley-Mission Community CCD</i>
3:30 p.m. - 3:45 p.m.	BREAK									
3:45 p.m. - 4:30 p.m. (45 min.)	Snap Judgments And First Impressions: How Unconscious Bias Impairs Effective Workplace Investigations <i>Sue Ann Van Dermeyden, Erich Knorr, Van Dermeyden Maddux Law Corporation</i>	Learning From Others' Mistakes: PERB Board Members Discuss Important Issues From Recent Decisions <i>Arthur Krantz, Erich Shiners, Public Employment Relations Board</i>	Guidance For Disability Retirement <i>Kevin R. Dale, Jorge Luna, Atkinson, Andelson, Loya, Ruud & Romo</i>	Social Media Employer Branding And Recruiting In 2020 And Beyond <i>Michael Hurwitz, Careers In Government</i>	How To Avoid Claims Of Violation Of Due Process When Disciplining Public Employees: Complying With Procedural And Other Requirements <i>Arlene Prater, Best Best & Krieger</i>	They Posted What? Social Media, Employee Discipline, And The First Amendment <i>Conor Dale, Spencer Davidson, Jackson Lewis</i>	Negotiating Retirement And Health Benefits In Tough Economic Times <i>Steven Berliner, Jack Hughes, Liebert Cassidy Whitmore</i>	Unpacking Unconscious Bias <i>Joanne Alnajjar Buser, Corrie J. Klekowski, Paul, Plevin, Sullivan & Connaughton</i>	Practicing Emotional Intelligence In HR <i>Melissa Asher, CPS HR Consulting</i>	
4:45 p.m. - 6:00 p.m.	NETWORKING EVENT									

WEDNESDAY 11 • 18



7:00 a.m. - 8:00 a.m.	MORNING WAKEUP ACTIVITY									
8:30 a.m. - 10:00 a.m.	AWARDS CEREMONY and LEGAL STRATEGIES PRESENTATION									
10:00 a.m. - 10:15 a.m.	BREAK									
10:15 a.m. - 11:00 a.m. (45 min.)	<p>National Origin, Racial And Religious Diversity In The Workplace: How To Protect Your Employees And Prevent Discrimination And Harassment In A COVID-19 Era</p> <p><i>Arlene Prater, Best Best & Krieger</i></p>	<p>Planning For The Unexpected: Special Issues In Workplace Investigations</p> <p><i>Karen Kramer, Kramer Workplace Investigations; Eli Makus, Ellis & Makus</i></p>	<p>Watching Your Blind Side: Strategies For Tackling Retaliation And Whistleblower Claims</p> <p><i>Joanne Alhajjar Buser, Evan Peña, Paul, Plevin, Sullivan & Connaughton</i></p>	<p>Managing Public Safety Injuries And Illnesses: Navigating The Interactive Process, LC 4850, And Similar Laws So Employees Can Be Returned To Work Or Retired</p> <p><i>Jennifer Rosner, Scott Tiedemann, Liebert Cassidy Whitmore</i></p>	<p>Compassion Fatigue In The Human Resources Profession</p> <p><i>Regina W. Romeo, CPS HR Consulting</i></p>	<p>Managing Your Remote Superheroes: Telecommuting Policies And Best Practices</p> <p><i>Algeria R. Ford, Traci I. Park, Burke, Williams & Sorensen</i></p>	<p>Navigating The New Normal Of The Pandemic Season</p> <p><i>Laura Izon, Jay Trinnaman, Atkinson, Andelson, Loya, Ruud & Romo</i></p>	<p>Social Media Usage: How To Deal With Problematic Behavior Of Employees Online Without Violating Their Rights</p> <p><i>Genevieve Ng, Steven Shaw, Sloan Sakai Yeung & Wong</i></p>	<p>CalPERS Required Contributions: What Does The Future Look Like?</p> <p><i>Mary Beth Redding, Deanna Van Valer, Bartel Associates</i></p>	<p>The Power Of Collaboration: How The City Of LA Overcame Chaos And Instilled Calm During COVID-19</p> <p><i>Deborah Caruso, Wendy Macy, City of Los Angeles</i></p>
11:00 a.m. - 11:15 a.m.	BREAK									
11:15 a.m. - 12:00 p.m. (45 min.)	<p>Which Comes First In Diversity Recruitment?</p> <p><i>Stacey Gordon, Rework Work</i></p>	<p>The Day After: Bargaining And Factfinding In The Aftermath Of Dramatic Events</p> <p><i>Ian Appleyard, Allyson Cook, City of Oakland; Charles Sakai, Sloan Sakai Yeung & Wong</i></p>	<p>Thank You, Next: Best Hiring, Recruiting, And Background-Check Practices</p> <p><i>Joanne Alhajjar Buser, Corrie J. Klekowski, Paul, Plevin, Sullivan & Connaughton</i></p>	<p>CA Supreme Court: No More Pension Spiking, Limitation Of California Rule</p> <p><i>Jonathan Holtzman, Linda M. Ross, Renne Public Law Group</i></p>	<p>Disciplining Firefighters Under FBOR From Investigation Through Hearing: All You Need To Know</p> <p><i>Alison D. Alpert, Joseph Sanchez, Best Best & Krieger</i></p>	<p>The Struggle Is Real: Managing Leave Misuse And Abuse</p> <p><i>Rachel Shaw, Shaw HR Consulting</i></p>	<p>Creating Generations Of Superheroes: Empowering, Motivating, And Improving Performance Across Generations In The Workplace</p> <p><i>Dr. Jeremy Moretti, Lovingly; Carl Crown, WBCP, Inc.</i></p>	<p>Telecommuting Policies: Hot Topics And Key Issues</p> <p><i>T. Oliver Yee, Liebert Cassidy Whitmore</i></p>	<p>Using Emotional Intelligence As Investigators To Effectively Manage Stress And Avoid Occupational Burnout</p> <p><i>Fernando Flores, Law Offices of Amy Oppenheimer</i></p>	<p>Collective Bargaining Post-Pandemic</p> <p><i>Gina M. Roccanova, Jackson Lewis</i></p>
12:00 p.m. - 5:00 p.m.	SPONSORED WEBINARS, VIDEO ON-DEMAND, AND NETWORKING OPPORTUNITIES									

THURSDAY 11 • 19



7:00 a.m. - 8:00 a.m.	MORNING WAKEUP ACTIVITY									
8:00 a.m. - 12:20 p.m.	SPONSORED WEBINARS, VIDEO ON-DEMAND, AND NETWORKING OPPORTUNITIES									
12:30 p.m. - 1:45 p.m.	KIMBERLY PAPILLON • The Neuroscience Of Decision-Making For Human Resources Professionals: Excellence, Equity, And Actual Solutions (part 3 of 3)									
2:00 p.m. - 3:30 p.m. (90 min.)	Justice League Perspectives On Managing Complaints Against Officials And High-Ranking Employees <i>Scott Chadwick, City of Carlsbad; Timothy L. Davis, Burke, Williams & Sorensen; Lisa Murphy, City of Santa Cruz</i>	Essential FLSA Update For 2020 And Anticipated Critical Issues For 2021 <i>Lisa S. Charbonneau, Brian P. Walter, Liebert Cassidy Whitmore</i>	You Be The Juror: HR Documents On Trial <i>Nate J. Kowalski, Atkinson, Andelson, Loya, Ruud & Romo; Patrick Sutton, Judicial Council of California</i>	Peace Officer Investigations And Discipline: Tips And Best Practices <i>Conor Dale, Gina M. Roccanova, Jackson Lewis</i>	Avoiding A Collision At The Intersection Of FMLA/CFRA, Disability Leaves, And Workers' Compensation <i>Cecilia L. Martin, David W. Tyra, Kronick Moskovitz Tiedemann & Girard</i>	Strategically Navigating POBR/FBOR Investigations' Three Biggest Challenges <i>Sue Ann Van Dermyden, Van Dermyden Maddux Law Corporation</i>	Financial Outlook For Negotiators And Human Resource Professionals <i>Russ Branson, Russ Branson Consulting; Michael Coleman, League of California Cities/CSMFO; Jonathan Holtzman, Renne Public Law Group</i>	War Stories And Tips For Navigating Through Politics And Labor Challenges When Implementing Class/Comp Studies <i>golbou ghassemieh, Georg Krammer, Koff & Associates</i>	10 Habits Of A Successful Negotiator <i>Kevin R. Dale, Laura Izon, Irma Rodríguez Moisa, Jay Trinnaman, Atkinson, Andelson, Loya, Ruud & Romo</i>	The Investigation Is Over: Now What? <i>Jennifer Shaw, Shaw Law Group</i>
3:30 p.m. - 3:45 p.m.	BREAK									
3:45 p.m. - 4:30 p.m. (45 min.)	I Am Who I Am: Creating An Inclusive Workplace For LGBTQ Employees <i>Joanne Alnajjar Buser, Evan Peña, Paul, Plevin, Sullivan & Connaughton</i>	Newest Developments In Workplace Drug And Alcohol Laws <i>Burke Dunphy, Steven Shaw, Sloan Sakai Yeung & Wong</i>	The Cost Of Free Speech: Discipline For Public Employee Disruptive Speech <i>Barbara Raileanu, Woodruff, Spradlin & Smart</i>	Meet And Confer Obligations During An Emergency: Lessons Learned From COVID-19 And Preparing For The Next Crisis <i>Peter Brown, Che Johnson, Liebert Cassidy Whitmore</i>	Bullies, Brutes And Blowhards: Dealing With Bullies And Other Morale Killers In The Workplace <i>Alison D. Alpert, Joseph Sanchez, Best Best & Krieger</i>	Management, Labor, And Public Policy: A Sacramento Perspective <i>Dane Hutchings, Renne Public Policy Group; Michelle Castro, SEIU State Council</i>	Putting Out Fires: How To Implement Creative Solutions To Common Public Safety Personnel Problems <i>Carlos Fandino, City of Vernon</i>	COVID-19 Workers' Compensation Claims And Litigation Update <i>Thomas Richard, RTGR Law</i>	The "Friday-And-Monday Leave Act": Complicated Intermittent Leave Issues <i>Pam Lee, Jamie Traxler, Aleshire & Wynder</i>	He Said, She Said... Relying On Credibility To Make Factual Findings In Workplace Investigations <i>Karen Kramer, Kramer Workplace Investigations; Terri Abad Levenfeld, Levenfeld Winter</i>
5:30 p.m. - 7:00 p.m.	NETWORKING EVENT									



FRIDAY 11•20

7:00 a.m. - 8:00 a.m.	MORNING WAKEUP ACTIVITY						
8:30 a.m. - 10:00 a.m. (90 min.)	<p>Who Are Our Leaders Of Tomorrow? Informal Leaders And The Effects Of Transformational Leadership In The Workplace</p> <p><i>Mary Egan, Municipal Resource Group; Patricia Francisco, Southern California Regional Rail Authority-Metrolink; Ernie Hernandez, City of Hawaiian Gardens; Irma Rodríguez Moisa, Atkinson, Andelson, Loya, Ruud & Romo</i></p>	<p>Recent Developments In Public Sector Labor And Employment: A National Perspective</p> <p><i>Will Aitchison, Labor Relations Information System; Peter Brown, Liebert Cassidy Whitmore</i></p>	<p>Concession Bargaining In The Wake Of COVID-19</p> <p><i>LaTanya Bellow, City of Berkeley; Micki Callahan, City and County of San Francisco; Jonathan Holtzman, Renne Public Law Group</i></p>	<p>Grab Your Mask And Your Cape: Lessons Learned From The COVID-19 Pandemic</p> <p><i>Timothy L. Davis, Kelly A. Trainer, Burke, Williams & Sorensen; Kristi Hobrecker, City of Santa Clarita</i></p>	<p>Labor Relations Game Show!</p> <p><i>Laura Drottz Kalty, Scott Tiedemann, Liebert Cassidy Whitmore</i></p>	<p>City Of Oakland Race And Equity Program: A Guide For HR Professionals</p> <p><i>Ian Appleyard, Andrea Mariano, City of Oakland</i></p>	<p>Pre-Disciplinary Process: Basics For Skelly</p> <p><i>Jeff Sloan, Sloan Sakai Yeung & Wong; Alison Berry Wilkinson, Berry Wilkinson Law Group</i></p>
10:15 a.m. - 12:00 p.m.	CLOSING PRESENTATION and CONFERENCE CLOSE						

