

**2025 Public Sector
Employment Law
Seminar**

**Conducted by:
CLARK BAIRD SMITH LLP**



Featuring the Following Plenary Sessions:

If You Were the Arbitrator, How Would You Rule?

Sharpen your skills in this interactive session, where you are given the facts relating to contract interpretation and disciplinary grievances, hear oral arguments from CBS LLP attorneys, and decide how you would rule. We will be joined by prominent Arbitrator **Jeffrey W. Jacobs**, who will issue an award ... and give us his reasons why.

Arbitrator Jacobs is a member of the National Academy of Arbitrators and serves on panels for many state Boards as well as the FMCS. He is a frequent lecturer at arbitration seminars and has authored several articles in that area. We are pleased and honored that Arbitrator Jacobs will be joining our seminar!

Collective Bargaining Trends and Issues – A review of recent Illinois and National public sector collective bargaining trends and issues.

Fastest 30 Minutes in Labor & Employment Law –CBS LLP attorneys will present rapid-fire updates on a number of current labor relations and employment law issues.

And, Your Choice of Two Breakout Sessions ...

Each attendee will have an option of two breakout sessions – one in the morning and one in the afternoon. Please read further for topic descriptions.

Wait, There's More! Ask the Attorney Reception ...

Be sure to stay for our **Ask the Attorney Reception** – an opportunity to follow-up with the speakers and network with colleagues!

Approval Being Sought for CLE credit (for attorneys), as well as HRCI and SHRM recertification credits.

Thursday, March 13, 2025

**8:30 a.m. – 4:30 p.m.
(Registration begins 7:45 a.m.)**

Ask the Attorney Reception Follows

**Drury Lane Theater & Conference Center
100 Drury Lane
Oakbrook Terrace, IL 60181**

Breakout Session Descriptions

- Each attendee must select a morning and afternoon breakout session when registering.
- Classes will be assigned in order of receipt of registration ... first-come, first served.
- Registrants will receive a receipt once registered listing their desired class assignments.
- Final class assignments will be distributed at the seminar.

AM Only: Interest Arbitration Update: A review of recent interest arbitration trends and developments, including a discussion about which factors have been given the most weight by various arbitrators. Arbitrator Jeff Jacobs has been invited to offer his unique perspective on the process, as a neutral.

PM Only: The Heat Is On: OSHA Inspections, Heat Stress and Other Hot Topics in Workplace Safety and Health: One of your employees has made a safety or health complaint to Illinois OSHA. What do you do next? This session will discuss strategies for handling both in-person inspections and responding to written requests from IL OSHA to conduct your own inspection. This session will also discuss other “hot” topics in workplace safety and health, such as OSHA’s proposed heat stress rule and OSHA’s proposed emergency response standard (formerly the Fire Brigades standard) and how this rule may impact municipal fire departments. The session will also explore the collective bargaining implications of the proposed rules.

Escaping the Bermuda Triangle of Employee Leaves of Absence: Based on the complexities and interplay between FMLA, ADA, and Worker’s Compensation entitlements, many supervisors and HR professionals disappear without ever being heard from again. Have no fear. This breakout session will teach fundamentals and best practices in navigating these intricate issues, helping public employers avoid compliance liabilities while reducing legacy costs and PSEBA obligations.

Effective Workplace Investigations: How To Reach the Correct Conclusion and Make Sure It Sticks: When you conduct a workplace investigation, the outcome of that investigation is subject to be attacked regardless of your conclusion. If you decide an employee committed misconduct, a union might file a grievance disputing the results. If you decide a complaint was unfounded and no discipline is appropriate, the complainant might be unhappy, or, years in the future, somebody might falsely complain that past misconduct was ignored. How do you get to the right answer, even if it is not the popular answer, and defend the conclusion of an investigation? This session will cover the steps to take with workplace investigations, beginning with the event that triggers the investigation until the conclusion is reached. Topics covered will include:

- When you should conduct a workplace investigation
- Selecting an investigator
- Maintaining neutrality
- Administrative warnings
- When administrative leave is appropriate
- Overlap between disciplinary and criminal investigations
- Union representation issues
- Conducting interviews and gathering evidence
- Anticipating explanations
- Evaluating your case and whether discipline will stick

Top Ways Your Employer Can Violate the FMLA, ADA, FLSA and Other Employment Laws: It does not take long for managers and human resources professionals to realize that it is rather easy to violate a variety of federal and state employment laws. No matter how careful you are, it always seems that something “falls through the cracks.” This session is intended to highlight some of the easier ways that employers can get themselves into “trouble” under the FMLA, ADA, FLSA and other employment laws. By extension, attendees will learn what to do (or better yet, *not* to do) in order to reduce their liability under these statutes.

Worst CBA Clauses Ever: “Poison pills” Hidden in Seemingly Innocuous Bargaining Proposals: Last year our collective bargaining breakout session highlighted a number of *great* public sector management contract clauses. This year we explore the flip side of the coin. This session will identify and discuss several collective bargaining provisions actually agreed to by management that contain words or phrases which, in our opinion, transform language into poison pills. These “pills,” in turn, may create roadblocks for management in various respects, including but not limited to those who might seek to otherwise make mid-contract changes and improvements in their jurisdictions’ delivery of public services. This session will identify several of these “poison pills,” be they words or phrases, which management negotiators should generally avoid, but which have been lifted from actual public sector collective bargaining agreements.



TENTATIVE AGENDA

7:45 – 8:30 am	Registration & Continental Breakfast
8:30 – 8:45 am	WELCOME: IPELRA President Tameika Jones
8:45 – 10:30 am	Plenary Session: If You Were the Arbitrator, How Would You Rule? - Guest Arbitrator: Jeffrey W. Jacobs
10:30 – 10:45 am	Break
10:45 – Noon	<u>AM Breakouts:</u> <ul style="list-style-type: none">• Interest Arbitration Update• Escaping the Bermuda Triangle of Employee Leaves of Absence• Effective Workplace Investigations: How To Reach the Correct Conclusion and Make Sure It Sticks• Top Ways Your Employer Can Violate the FMLA, ADA, FLSA and Other Employment Laws• Worst CBA Clauses Ever: “Poison Pills” Hidden in Seemingly Innocuous Bargaining Proposals
Noon – 1:15 pm	Lunch Break
1:15 – 2:30 pm	<u>PM Breakouts:</u> <ul style="list-style-type: none">• The Heat is On: OSHA Inspections, Heat Stress and Other Hot Topics in Workplace Safety and Health• Escaping the Bermuda Triangle of Employee Leaves of Absence• Effective Workplace Investigations: How To Reach the Correct Conclusion and Make Sure It Sticks• Top Ways Your Employer Can Violate the FMLA, ADA, FLSA and Other Employment Laws• Worst CBA Clauses Ever: “Poison Pills” Hidden in Seemingly Innocuous Bargaining Proposals
2:30 – 2:45 pm	Break
2:45 – 4:30 p.m.	Plenary Sessions Collective Bargaining Trends and Issues Fastest 30 Minutes in Labor & Employment Law
4:30 p.m.	ASK THE ATTORNEY RECEPTION

Guest Arbitrator



Jeffrey W. Jacobs

Scheduled Clark Baird Smith LLP Presenters

Ted Clark
James Baird
Robert Smith
Jill Leka
James Powers

Benjamin Gehrt
Roxana Underwood
Paul Denham
Kelly Coyle
Margaret Sewell
Ray Byrne

REGISTRATION INFORMATION

Advance online registration is **required and must be submitted by February 28, 2025.** Credit card or check payments accepted.



To register, scan the QR Code or [CLICK HERE](#)

Registration is limited to non-union human resource and management professionals, department directors, and/or municipal administrators and management attorneys.

Registration Fees*:

Member	\$325.00
Organizational Associate of Member (includes all employees of a member's employer)	\$325.00
Non-Member	\$425.00

**If you are not sure of your membership status, please contact ipelra1978@gmail.com*

Confirmations: Registration/payment confirmations (as well as invoices for those who elect to pay by check) will be emailed to registrants upon completion of online registration. If you do not receive an email, please check your spam or contact Debi Stensland at ipelra1978@gmail.com.

***Deadline for cancellation is February 28, 2025.
Cancellations received after the deadline, or no shows, are considered nonrefundable.***

