



# Public Work, Real Impact: Empowering the Public Sector Workforce

March 3-4, 2026, City of Newark Municipal Building

## Tuesday, March 3, 2026

- 8:00 – 9:00 AM Registration/Continental Breakfast
- 9:00 – 9:15 AM Opening Remarks – Diana Farrell, DELPELRA President, and Maya M. Matthews, DELPELRA Vice President
- 9:15 – 12:15 PM **Part I – ADA and Leave Academy**, *Rachel Shaw*, Shaw HR Consulting  
Navigate reasonable accommodation decisions and leave with confidence by shifting emotional conversations back to data and facts. Learn how to focus on essential job functions, obtain clearer medical information, and address vague restrictions – saving time, money, and frustration in the accommodation and leave process.
- 12:15 – 1:00 PM LUNCH (provided)
- 1:00 – 2:15 PM **Part II – ADA and Leave Academy**, *Rachel Shaw*, Shaw HR Consulting  
Continue deepening your understanding of reasonable accommodation and leave decisions with advanced strategies for complex cases. Building on Part I, this session will help you navigate scenarios while protecting compliance and workplace efficiency.
- 2:15 – 3:00 PM Closing Session – **Why You Matter: Why Knowing Your Stuff is Not Enough**, *Rachel Shaw*, Shaw HR Consulting  
Reconnect with your purpose and the impact of your work in the public sector. Drawing on over 15 years of experience in HR and Risk Management, this inspiring session Rachel offers perspective, encouragement, and practical tools to help you stay energized, valued, and fulfilled throughout your career.

## Wednesday, March 4, 2026

- 8:30 – 9:00 AM Registration/Continental Breakfast
- 9:00 – 10:30 AM Opening Session – **First Amendment: An Overview**, *Lt. Andrew Rubin*, Newark Police Department  
An overview of First Amendment auditing, including how First Amendment law applies to public buildings and employees, relevant case law, and practical guidance for employee response.
- 10:30 – 10:45 AM Break

- 10:45 – 12:00 PM      Afternoon Session – **Legal Update**, *Lauren Russell, Esq.*, Potter Anderson  
Learn how public employers have been affected by recent court decisions and practical solutions so your agency stays on the right side of the law. This session will also include a review of recent developments involving Immigration and Customs Enforcement (ICE) as it relates to the workplace.
- 12:00 – 1:00 PM      LUNCH (provided)
- 1:00 – 2:00 PM      Closing Session – **Healthy Delaware Families Act Q&A**, *Christopher Counihan*, Delaware Department of Labor  
Bring your questions for a live Q&A Healthy Delaware Families Act discussion with the Delaware Department of Labor.
- 2:00 – 2:15 PM      Closing Remarks
- 2:15 – 3:00 PM      Business Meeting and Networking