In the wake of massive public outcry over recent police-involved killings of unarmed individuals of color in several states across the country, proponents of greater police accountability have pointed to police-worn body cameras (“body cams”) as a potential way to regain public trust in officer use of force. Proponents of body cams include none other than President Obama, who has proposed a “Body Worn Camera Partnership Program” in which the federal government would make available $75 million dollars for local police departments to purchase 50,000 body cams. The hope and expectation is that through the use of these recording devices, incidents of police misuse of force and citizen complaints of police misconduct will drop. While there have been no scientifically valid empirical studies on the issue to date, anecdotal evidence suggests great promise. For example, trial studies in Rialto, California and Mesa, Arizona have shown a correlation between deployment of body cameras and significant reductions in police use of force.

>>Story continued HERE
Hello NPELRA Members,

Things are really beginning to heat up as Spring turns into Summer. As we are all back at our respective agencies applying what we learned from the wonderful Annual Training Conference (ATC) held in Savannah, GA, NPELRA is already preparing for the 2016 ATC under the leadership of Michele Green (FL) and her Program Committee. The Program Committee will be meeting at the 2016 conference site in Memphis, TN on June 26th and the NPELRA Board will have its quarterly Board Meeting on June 27th.

We have held a few Academies since the ATC and many more are upcoming. Many thanks to our speakers for presenting and sharing their experiences and wisdom. On April 29th we held our newest Elective Academy on Investigations in Columbus, Ohio. Speakers included Mike Esposito (OH), Douglas Duckett (OH) and Drew Bracken (IA). OHPELRA brought in a large number of attendees including HR staff from the City of Columbus and the Central Ohio Transit Authority. Next up was Academy II on the Grievance Arbitration Process in Glastonbury, CT held on May 13. A thank you to speakers Ken Weinstock (CT), Douglas Duckett (OH), Kevin Roy (CT) and Arbitrator Laurie Cain (CT) and also to ConnPELRA President Caroline Beitman who assisted with making this Academy happen. On June 3, another Academy II was held at the University of DE. Speakers included Eric Paltell (MD), Douglas Duckett (OH), John Corcoran (NY), and Arbitrator Mariann Schick (PA). A special thank you to Martha Gimbel for helping with the coordination.

I would like to note a special recognition to Michele Green (FL), who attended the DelPELRA (Delaware PELRA) conference for me the first week of June. I will be attending the ConnPELRA (Connecticut PELRA) Conference on June 12th and am very much looking forward to it. A report will be coming in next month’s Newsletter on both conferences.

As you may have heard at the 2015 ATC, or read in the May NPELRA newsletter, this year’s theme is about leadership. It is a quality that each and every one of you possess and because of that we are all going to make NPELRA stronger. The future of NPELRA rests in your hands to find, mentor, and train new leaders. So I encourage you get these new leaders engaged and to join this wonderful organization.
CAREER CENTER

JOB POSTERS:

Don’t miss the opportunity to reach over 10,000 public sector labor relations / human resources professionals! Visit NPELRA’s Career Center for the latest labor relations / human resources positions available.

- Director of Human Resources - TX
- Chief Operating Officer/Director of Operations - OR
- Human Resources Director - CA
- Labor Relations Program Manager - NV
- Senior Human Resources Generalist - NV
- Director of Human Resources - IA

NPELRA’s Career Center is the only online job board specific to public sector professionals.

>>CLICK FOR MORE INFO

PEOPLE IN THE NEWS

KAY MCALONEY
Kay is the HR Director for the City of Bloomington, MN and is our most recent Certified Labor Relations Professional (CLRP®). Her paper is titled “The Changing Focus of Negotiations - A New Human Resource Director’s Perspective”. Congrats and well done, Kay!

JOEL KUHL
Joel has accepted a position with Avamere Health Services, a family of companies that is in the elder care industry. Before starting this new job in the private sector, Joel was the Executive Vice President on the NPELRA Board of Directors. We wish him well in his new endeavors!

ARBITRATOR BIOS

Going into arbitration soon? Do you need an experienced professional to arbitrate your case? NPELRA can assist by providing critical information about prospective arbitrators.

Arbitrator Biographical Profiles include:

- Educational Background
- Panel Memberships
- Employment History
- Publications
- Arbitrated Industries
- Arbitrated Issues
- Fees for Hearing and Expenses
- Statistical Breakdown on Arbitrator’s Decisions

Only $25.00 each for NPELRA members! Information can be in your hands promptly.

>>CLICK FOR MORE INFO
NPELRA Member and current ORPELRA President, Blaise Lamphier, brings us Labor Relations Comics. He draws the situation - you vote for the caption!

**LR COMICS**

Cartoon Caption Contest

Blaise Lamphier
Artist

Vote for the best caption!

In each edition of the *Connections* Newsletter, we will publish one of Blaise’s cartoons without a caption. We then pass it off to our creative writing team to come up with several captions. We need you to vote for the best caption. The entry chosen will be in the next edition of *Connections*.

**This month’s choices:**
- Hey! We’re not clowning around! Try working with these before manufacturing something new.
- Don’t you think some of these work better than my outfit or whatever is in your hands?
- Quit sending me stuff that makes me look like a clown without trying to work with these.
- Before you try that tuxedo that buttons up the back, try something less formal... like this Recon-Silly-ation outfit!
- Surprise! Employers have rights too!
- We’re not just clowning around anymore!
- Curses...foiled again!

>>Click HERE to vote

This Month’s Caption Writing Team

**Carlos Arauz,**
HR Consultant,
Anthem, AZ

**Mike Kolb,**
NPELRA Executive Director
Oceanside, CA

**Lisa Powell,**
HR Director, Linn County
Cedar Rapids, IA

**Kevin Williams,**
HR Officer
Columbus Public Health Dept.
Columbus, OH

Click HERE to see all previous comics and their captions!

Last month’s cartoon

**Weeding out the new hires**
with Peter Troiano
Director of Employee Relations, Onondaga County
Department of Personnel
Syracuse, NY
NYSPELRA President

How long have you been in the Human Resources and Labor Relations field?
I have 37 years in labor relations, all in the public sector.

What employers have you worked for in Labor Relations?
I have spent my entire career with my present employer- Onondaga County, New York. After completing an internship in the Personnel Department as a graduate student, I was hired for an entry level position and have advanced to head the department.

You have participated in your state PELRA and NPELRA for many years. What do you see as the value in becoming so engaged?
The tremendous opportunity for continuous dialog with colleagues to exchange ideas, techniques and approaches that work.

Reflecting back on your career, what do you see as your most significant accomplishment or success?
The opportunity that I have been given by my peers to serve in a leadership role in NYSPELRA and to be able to work with and learn from my colleagues on our board who are the best and brightest practitioners.

What is the one thing people would be surprised to find out about you?
That solutions to the most knotty problems have occurred while out on training runs.

NPELRA Foundation announces the opening of applications for the 2015 Anthony C. “Tony” Russo Scholarships

Graduate students interested in a career in public sector labor and employee relations are invited to apply!

The Russo Scholarships began in 1996 to honor NPELRA charter member Anthony Russo, who was the former Director of Labor Relations for the City of New York. The scholarships continue to honor Tony’s dedication and enthusiasm for labor relations by allowing graduate students the chance to pursue development in this specialized field.

Applicants must be U.S. Citizens currently enrolled in a human resources, labor and industrial relations, public administration or political science graduate program.

Scholarship recipients will receive a check for $3,000 and recognition in the NPELRA Connections Newsletter.

>>CLICK HERE TO APPLY / MORE INFO
House and Senate Appropriations Committees Hold Hearings with NLRB

On May 14, the Senate Appropriations Subcommittee on Labor, Health and Human Services, Education, and Related Agencies, which has jurisdiction over the National Labor Relations Board’s (NLRB) budget, held a hearing on the Board’s Fiscal Year 2016 budget request. Chairman of the NLRB Mark Pearce, and the Board’s General Counsel Richard Griffin, testified on behalf of the agency.

Click HERE for full article

Supreme Court Rules EEOC Must Conciliate

On April 29, the Supreme Court ruled in Mach Mining, L.L.C. v Equal Employment Opportunity Commission (EEOC) that the Commission has a duty to conciliate prior to pursuing litigation against an employer. In their unanimous opinion, the Justices also ruled that the agency’s efforts to reconcile such cases could be reviewed by the justice system if the employer believes the EEOC did not meet this obligation. Should judicial review determine the EEOC did not adequately attempt to conciliate, a court could order the agency to reengage in such efforts.

Click HERE for full article

Ambush Election Rule Update - Senate Tables Veto Override Vote and District Court Hears Oral Arguments

On May 5, the Senate voted 96 to 3 to table a motion to override the president’s veto of a joint resolution that would have blocked the National Labor Relations Board’s (NLRB) election rule. The rule has significantly changed union representation election procedures for private sector employers and shortened the timeframe between a union filing a petition for election and the holding of that election from the current median of 38 days to as few as 14.

Click HERE for full article

Overtime Proposed Rule Expected within the Month

On May 5, the Department of Labor submitted to the Office of Management and Budget (OMB) a proposed rule outlining possible changes to the white-collar exemptions to the federal overtime pay regulations under the Fair Labor Standards Act (FLSA). OMB now must review the rule. Approval of proposed rules usually takes six to eight weeks. DOL will then be able to release the proposal and publish it in the Federal Register, beginning a 60 to 90 day comment period during which interested parties can submit input on the proposed changes.

Click HERE for full article

DOL’s Persuader Rule Scheduled for December Release

On May 21, the administration issued its biannual Regulatory Agenda, in which the various federal agencies announce target dates for proposed or final regulations. The Department of Labor (DOL) announced it intends to release its final “persuader” rule this coming December. This rule has been delayed several times in the past, and in the previous Regulatory Agenda (Fall 2014), the DOL had set a target date for July 2015.

Click HERE for full article
SAVE THE DATE · APRIL 17 - 21, 2016 · MEMPHIS, TN

2016 ANNUAL TRAINING CONFERENCE
Mike’s LABOR RELATIONS REFERENCE ROOM

FEATURED BOOK: “The Negotiating Game”  
by Chester L. Karrass

As an NPELRA member, you have access to over 25 selected books on the labor relations and human resources field. “The Negotiating Game” is just one of many to choose from.

• Recognize that you have more power than you think -- in every negotiation
• Determine the right price and terms at which to sell, and when to close
• Persuade others to work with you, rather than against you
• Set and meet budgets
• Work on and solve problems with people in your organization
• Deal efficiently with service people
• Avoid or, if necessary, break impasses

>> Click HERE to access Mike’s LR Reference Room

General Counsel Of Note

THE SUPREME COURT DECISION IN EEOC V. ABERCROMBIE & FITCH

Title VII prohibits a prospective employer from refusing to hire an applicant in order to avoid accommodating a religious practice that could be accommodated absent undue hardship. In Abercrombie, the question presented was “whether this prohibition applies only where an applicant has actually informed the employer of his need for an accommodation.”

On June 1, 2015, the Supreme Court held that “the rule for disparate-treatment claims based on a failure to accommodate a religious practice is straightforward: An employer may not make an applicant’s religious practice, confirmed or otherwise, a factor in employment decisions.”

In light of the Supreme Court’s decision, an employer who has a reason to believe, or even suspect - from any source - that accommodation may be necessary must consider engaging in an interactive process with the applicant. That process may entail explaining to the applicant the work rule, inquiring as to whether the applicant could comply with the rule or would require an accommodation, and analyzing whether any such accommodation is reasonable or would impose an undue hardship. Of course, you should consult counsel familiar with these laws about your particular circumstances.

Jill Leka, NPELRA’s General Counsel and Partner with Clark Baird Smith, LLP, provides a column where members can pose questions that are answered in the monthly newsletter. If you have a question that you would like Jill to consider for the column, send them to: Mike Kolb at mike@npelra.org

Mike Kolb at mike@npelra.org
Mental health issues are some of the most difficult situations an employer faces in managing its workforce. Indeed, according to the U.S. Substance Abuse and Mental Health Services Administration (“SAMHSA”), eighteen percent of the population—approximately 41 million Americans—experience some type of mental health issue. Depression has become the world’s second leading cause of disability. Addiction, bipolar disorder, post-traumatic stress disorder, anxiety and major depression are on the rise.

Mental health issues also encompass substance abuse and increased levels of stress in the workplace. According to the 2013 Stress in the Workplace national survey conducted by the American Psychological Association, 65% of U.S. adults cited work as a significant source of stress in their life and 35% reported that they typically feel stressed during the day.

by Yvette A. Heintzelman of Clark Baird Smith LLP with contribution from Jill D. Leka of Clark Baird Smith LLP

Addressing Mental Health Issues Requires A Solid Foundation In Personnel Policies

Ted Clark’s
LEGAL CORNER

Top 3 Reasons to Become a CLRP® and Recertify

- It makes you more marketable. If you’re job hunting or looking for a promotion, achieving and renewing your CLRP® status is a great way to increase your professional value.
- It keeps you current. With certification/recertification, you’ll tap into the most up-to-date information about labor relations and human resources.
- It shows your commitment: Show current/future employers that you are able to work hard to achieve something, and are capable of continuing the hard work.

CLRP® RECERTIFICATION

Want to earn 2 points toward your CLRP® recertification? Submitting an article to be used in the NPELRA Connections Newsletter earns 2 CLRP® recertification points. If you are interested in proposing an article to be included in an upcoming issue, please contact Yvonne at yvonne@npelra.org

Click HERE for full article
Why did you decide to take the Labor Relations Academies and become certified as a Labor Relations Professional? Previous to my employment with the City of Fairfield, I had experience in almost every field of Human Resources except Labor Relations. I wanted to take classes specific to that field. The bonus with the NPELRA Academies is that not only are they specific to labor relations, they are specific to public sector labor relations.

What topic(s) did you find the most interesting? I found Academy III – The Negotiation Process most interesting. I enjoy the whole “brainstorming” process of Interest-Based Bargaining and arriving at solutions that are “win/win.” My job is so much easier when everybody is happy.

What advice would you have for other labor relations or human resources people that are considering becoming certified? The certification program is well worth the time, effort and money that you put into it. NPELRA is very understanding if you cannot finish the academies or prepare the paper in the specified time period. I started the program and had to put it aside because of work obligations. NPELRA allowed me to finish when I was once again able to focus on completing the program.

Has the CLRP® certification helped you in your career? The CLRP certification has helped me tremendously in my career. It provided me with knowledge to deal with issues as they arise; and if the issue is one that was not covered in the academies, I met so many wonderful people through the certification process who I could contact for advice.

Tell us the title of your paper and why you chose to write about this topic.

Paper Title: “My Fantasy Negotiating Team”

At the time I was writing my paper, two of my sons were still living at home and very much into sports. They would have their friends over at the beginning of each baseball and football season to draft their fantasy teams. I found their discussions of why they chose each player very interesting and thought “Hey, what if I could choose my fantasy negotiating team? What would I look for in each player?” The topic made for some interesting conversations around the office.
Welcome new PELRAC/NPELRA members:
Heidi Salas - City of Culver City
Kim Gugliotta - Western Municipal Water District
Victoria Jackson - City of Culver City

Welcome new ConnPELRA/NPELRA members:
Christine Cieplinski - UConn Health

Welcome new DelPELRA/NPELRA members:
Dina Burge - DE Department of Transportation

Welcome new IPELRA/NPELRA members:
Jeanine Chiappano - E-COM 911 Dispatch

IPELRA's 2015 Collective Bargaining Simulation was held May 18-20 in Galena. This training was a great opportunity for all to experience first-hand the dynamics of bargaining. As one participant stated, "I start negotiations next week, and I am better prepared." Kudos to the facilitators of this intense three-day program, IPELRA members Christa Ballowe, Rich Nahrstadt and Robb Craddock. The Collective Bargaining training was provided by IPELRA General Counsel Robert J. Smith, Jr. of Clark Baird Smith LLP and Javier Ramirez from the Federal Mediation and Conciliation Service presented on The Mediation Process. The bargaining simulation provided real value to all who attended. IPELRA's next Collective Bargaining Simulation is tentatively planned for May of 2017.

Next up on IPELRA's training calendar is “Navigating the Social Media Jungle and Privacy in the Workplace Issues” being conducted at the Brookfield Zoo on June 18. We're then taking a brief training break for the rest of the summer until our next training in September on Employee Handbooks, Policies and Files. Also, don’t forget about the NPELRA Academy on The Investigations Process being held in Oak Brook, Illinois on August 19! Finally, IPELRA's training committee is putting the finishing touches on the agenda for this year’s Annual Conference, to be held October 25-28 in Galena, Illinois.

IPELRA would like to also welcome our newest board member, Matt Clark. Matt is the Director of Administrative Services for Deerfield Township.

OHPELRA's Summer Workshop!! It's FREE for OHPELRA members ($175.00 for non-members). The workshop will be held Friday, June 19, 2015 in Columbus, Ohio. It will include an update on our local HB56, and a legal review of background checks and the EEO's view of these issues. Stacie Pollock, Esq, from our sponsor firm Mazanec, Raskin & Ryder will lead our morning discussion. Our afternoon session will include a discussion on medical management, statistics and a case study on PTSD for workers' compensation and a perspective on the impact on our local SBS lead by Amy Frey and Laurie Schaber, RN, from our sponsor firm CompManagement Health Systems. The afternoon will also include a Psychologist’s analysis of the effective and efficient treatment of PTSD cases. And finally, we will close with a BWC legislative update. This FREE Summer Program is just one of the many benefits of your OHPELRA membership.

OHPELRA would like to also welcome our newest board member, Matt Clark. Matt is the Director of Administrative Services for Deerfield Township.
STAY CONNECTED... GET INVOLVED!

EVENT CALENDAR

JUNE 10, 2015
Elective Academy: The Investigations Process
Madison, WI

JUNE 18, 2015
Webinar: Social Media in the Workplace

JUNE 23, 2015
Webinar: Filling a Succession Pipeline

JULY 8, 2015
Webinar: Keeping the Feds Off Your Doorstep

AUGUST 19, 2015
Elective Academy: The Investigations Process
Oak Brook, IL

SEPTEMBER 9, 2015
Academy I: The Foundation of Labor Relations
Urbandale, IA

SEPTEMBER 23, 2015
Academy II: The Grievance Arbitration Process
Bremerton, WA

OCTOBER 21, 2015
Elective Academy: The Investigations Process
Tigard, OR

OCTOBER 25, 2015
Academy III: The Negotiations Process
Galena, IL

LINKS TO MORE INFO

ACADEMY
ANNUAL TRAINING CONFERENCE
ARBITRATOR BIOS
CAREER CENTER
CLRP
COMMITTEES
CONTACT US
DISCUSSION FORUM
FLSA BOOK
MENTOR PROGRAM
MIKE’S LR REFERENCE ROOM
NPELRA BOARD OF DIRECTORS
NPELRA FOUNDATION
ONLINE TRAINING
QUESTION OF THE WEEK
RESOURCE LIBRARY
SPEAKERS BUREAU
STATE PELRAs
WEBINARS

Want to earn 2 points toward your CLRP® recertification? Have an interesting story from your agency? If you are interested in submitting an article to be included in an upcoming issue of “Connections”, please contact Yvonne at yvonne@npelra.org.

NPELRA MISSION STATEMENT

The National Public Employer Labor Relations Association provides Professional Development, Networking, and Advocacy Services to Labor Relations & Human Resources professionals, so that public sector employers may deliver the most efficient and effective services to citizens & taxpayers.