



Director/Administrator Training: HR Topics

September 27, 2018

Quest Conference Center, Columbus

8:30am-9:00am

Registration and Light Breakfast

9:00am-9:15am

Welcome and Introductions

9:15am-10:30am

Labor and Employment Law Updates - Part I

Marc Fishel, Esq., Fishel Downey Albrecht & Riepenhoff LLP

Trending topics in HR law, including recent Supreme Court cases, discrimination, LGBTQ issues, FMLA, First Amendment issues, FLSA, ADA, and Ohio court decisions and legislation.

10:30am-10:45am

Break

10:45-12:00noon

Labor and Employment Law Updates - Part II

Trending topics in HR law, including recent Supreme Court cases, discrimination, LGBTQ issues, FMLA, First Amendment issues, FLSA, ADA, and Ohio court decisions and legislation.

12:00noon -12:45pm

Lunch Provided

12:45pm-1:45pm

Break Out Sessions

Bargaining 101

Brad Bennett, Esq., Zashin and Rich

This session will provide an overview of negotiations, Labor Management, and grievances.

-OR-

Employee Engagement

Tracy Jackson, Montgomery County CSEA; Kate Lawrence, Summit County CSEA; Beth Turner, Stark County CSEA

With four generations in the workforce currently, it is important to understand how to effectively manage and reward each generation to boost performance and engagement, and grow leaders within your agency culture. Employee engagement and change in agency culture can lead to less disciplinary actions, less grievances, and better morale.

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COST

\$125 per person includes a light breakfast and lunch

LOCATION

Quest Conference Center

8405 Pulsar Place

Columbus, OH 43240



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1:45-2:00pm

Break

2:00-3:00pm

Break Out Sessions

Difficult HR Conversations

Valarie Nash, SHRM-SCP, CLRP, Deputy Executive Director, HR and Support Services, Summit County Children Services

A discussion of the difficult conversations you face as HR professionals on a regular basis. Whether it is an attitude issue, an investigation regarding a complaint, concerns with hygiene, etc., how can you be prepared to have these conversations with your employees?

-OR-

Employee Evaluations and Coaching

Deborah Watkins, Esq., Chief Assistant Prosecutor, Summit County CSEA

A good evaluation system can serve as a litigation shield for the employer, while bad evaluation systems can be used as a litigation sword against them. This session will review the components of an effective performance evaluation, and suggest tips for effectively managing and coaching your staff.

3:00-4:00pm

Social Media and Technology

Corey Sines, ODJFS Office of Information Services

County employees execute legal acknowledgments of their responsibilities with regard to technology, and breach of these agreements can lead to severe consequences. This session will review OIS monitoring and investigation into employee conduct, and the difference between local control over investigations and those cases elevated to the Inspector General for investigation and resolution.

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