

Training Programs and Seminars

We are an MCLE provider.

Pension Reform and AB 340 (PEPRA)

- How will the pension reform bill (AB 340) affect you and your bargaining process?
- How does it change pension benefits for current employees and new members hired after January 1, 2013?
- What are the direct implications of AB 340 on your agency, and what should you do today to prepare for these coming changes?

Presented by attorneys on the cutting edge of pension reform, this information-rich seminar will also consider the implications of AB 340 both on local agency initiatives as well as future statewide initiatives.

AB 646 Fact-Finding Process

- What impacts do AB 646 and its emergency regulations have on the negotiations process for public employers?
- How can local agencies integrate fact-finding into their existing meet and confer process with limited impact?
- How should an agency navigate new procedures and requirements mandated by AB 646 and the emergency regulations?
- What should an agency consider when choosing members of the fact-finding panel?

Our trainers are lawyers and consultants working on the front lines with public agencies and are uniquely versed in the intricacies of the fact-finding process, impasse procedures, and comparability and finance issues.

Avoiding Procedural Missteps: PSOBR and FBOR

- What special rights do the Public Safety Officers Bill of Rights and the Firefighters Bill of Rights provide safety officers?
- How do you navigate investigations, interrogations, disciplinary actions, and disciplinary appeals under these rules?
- What are the troublesome requirements inherent to police and fire investigations under PSOBR and FBOR?

Our trainers use case studies, personal experiences and supplemental materials to provide an informative and essential program for management practitioners who deal with PSOBR and FBOR issues.

Bargaining in a Concession Environment

- What are some essential steps to take while preparing for the negotiations process in a concession environment?
- How do you accurately assess your agency's financial needs and how do you incorporate these needs in the process?
- What do you do if your agency needs concessions but your contracts are closed?
- How has AB 646 affected concession bargaining?
- What can your agency do to improve employee morale after multiple rounds of concession?

Our expert negotiators can provide tips and techniques for reaching agreements on concessions.

Understanding AB 506 and Chapter 9 Related to Pre-Bankruptcy and Bankruptcy

- What are the limitations of AB 506?
- What are potential benefits and likely costs to your agency during the process?
- How can an agency successfully navigate issues brought about by the various stakeholders, including unions, retirees, and creditors?
- What role should declaring fiscal emergency play in the process?

As one of the few firms in California to have participated in the AB 506 process, which requires that public entities enter into a neutral evaluation process with its creditors before petitioning for bankruptcy protection, we are able to provide a hands-on perspective in this informative seminar.

AB 1825 Harassment Prevention Training

California law mandates that certain employees undergo comprehensive harassment training every two years. We offer an informative program that complies with AB 1825 and teaches attendees how to do the following:

- Identify tools and strategies to pinpoint and prevent harassment in the workplace.
- Process a harassment complaint and conduct an effective workplace investigation.
- Understand specific harassment policies, what retaliation is, and why it is prohibited.

Find our online webinar at www.publiclawgroup.com/ab1825

Conducting Effective Workplace Investigations

- What is legally required of a manager who is responding to claims of discrimination or evidence of employee misconduct?
- What are the potential dangers and pitfalls that face an organization conducting an internal investigation?
- What preventative steps can an agency take to best protect itself from lengthy and expensive litigation?
- When should an investigation be conducted internally and when should an outside investigator be utilized?

Interspersed throughout the workshop are live scenarios that detail allegations of harassment and bullying, which provide an opportunity for audience interaction and a heightened learning experience.

Learning How to Conduct a Classification & Compensation Study

Our expert consultants provide a classification and compensation overview that includes the following:

- Identification of major classification strategies
- Discussion of classification systems theory and structure
- What you need to know when writing classification descriptions
- How to utilize audit reports, compensation plans, and comparability surveys

AB 1234 Ethics Training

Our government law and elections experts provide the 2-hour ethics training mandated for elected officials by AB 1234. The program covers:

- General ethics principals
- Conflicts of interest under the California Political Reform Act
- Contractual conflicts under Gov. Code section 1090
- Brown Act Open Meeting Law, the Public Records Act, and Fair Process laws

Accommodating Employees with Disabilities (ADA Compliance Training)

- How should an agency navigate the thorny issues of workplace accommodations for employees with disabilities?
- How does a manager determine the essential functions of a position and deal with extended leaves of absences?
- How do you properly handle employee misconduct and performance issues that may be caused by a disability?
- What can you do to educate your managers about the legal requirements of workplace accommodation?

Our disability experts will answer these questions as well as provide an update on relevant case law and legislation.

Labor Relations Training for Policy Makers (for elected and appointed officials)

- What are the significant laws, ordinances, and local rules that might affect the negotiations process?
- What role do policy makers, city managers/CAOs, department heads, human resource negotiators, and outside negotiators play during the negotiations process?
- What are the tools necessary for properly preparing for negotiations?
- How should your agency use financial info, total compensation analyses, and CPIs during the process?
- How do you successfully facilitate communications to board members and city council members?

Our labor relations experts will provide updates regarding AB 646 and the effects of fact-finding rules on the negotiations process. They will also outline the six steps that an agency needs to take for a successful bargaining.