

**2019 CONFERENCE
OHIO PUBLICEMPLOYEES LAWYERS ASSOCIATION**



QUEST CONFERENCE CENTER
Friday, November 1, 2019

8:00 am – 9:00 am	Breakfast & Registration
9:00 am – 9:15 am	Welcome and Introductions
9:15 am – 10:15 am	<p>Understanding Your Employer's Current Economic Condition and How to Find Available Money</p> <p>Wade Steen, Founder and President of Steen & Company LLC, will discuss the key metrics or ratios used to analyze a local government's financial condition. This is a "hand on" session that walks through how to perform each calculation or metric using a sample set of financial statements and discusses and evaluates what it all means.</p>
10:15 am – 10:45 am	<p>Arbitration Awards & Court Review</p> <p>Robert Sauter of Cloppert Latanick Sauter & Washburn will offer a summary of particularly important or unusual arbitration awards since our last meeting.</p>
10:45 am – 11:00 am	Break
11:00 am – 12:00 pm	<p>Mediator Panel: Strategies for Effective Mediation</p> <p>Laura Shepard and Joe Trego, two longtime federal mediators, will share insights and discuss strategies for effective mediation in the collective bargaining context as well as provide an overview of the range of services offered by the Federal Mediation and Conciliation Service.</p>
12:00 pm – 1:00 pm	Lunch and Business Meeting
1:00 pm – 2:00 pm	<p>Post-<i>Janus</i> Litigation</p> <p>Timothy Gallagher, partner at Schwarzwald McNair & Fusco LLP, and James Petroff of Barkan Meizlish, LLP will share their recent and</p>

	ongoing experiences handling litigation arising out of post- <i>Janus</i> challenges, including exclusive representation challenges and other claims seeking to retroactively apply the <i>Janus</i> decision. This panel will also offer practical settlement experiences and strategies when faced with post- <i>Janus</i> related challenges.
2:00 pm – 2:30 pm	Legislative Update Hannah Halbert of Policy Matters Ohio will share recent statutory changes and pending legislation impacting public employees and public sector unions.
2:30 pm – 2:45 pm	Break
2:45 pm – 3:45 pm	Implicit Bias (Professional Conduct) Carolina Fletcher, Director of Inclusion and Diversity for the Bureau of Workers Compensation, will help participants understand implicit biases and how they work, how these biases affect decision-making, and their impact at work. Specific examples geared toward the legal profession will be provided and strategies to mitigate biases will be addressed.
3:45 pm – 4:00 pm	Wrap-up & Evaluation