



## Memorandum

**To:** Board of Directors  
**From:** Rita Goel, Director of Finance & Administration  
**Subject:** CALPELRA Conference 2017

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On December 6, 7, and 8, I attended the California Public Employers Labor Relations Association (CALPELRA) conference in Monterey. **CALPELRA** is a professional, nonprofit association, comprised of public sector management representatives responsible for carrying out the labor relations / human resource programs for their jurisdictions.

The education conference is an annual event designed to educate members from large and small jurisdictions and creates a unique opportunity for members to exchange perspectives, information, and skills in the dynamic field of public sector labor relations. Approximately 1200 professionals attended the conference.

The workshops I attended were:

### **Hot Topics At The Table**

Labor relations hot topics related to Compensation, Retirement, Benefits, Tax Issues, Representation, Recruitment and Retention were presented.

### **Vested Rights: Is New Rule Emerging? What Will CA Supreme Court Do?**

This session discussed the development of the California Rule, Public Employee's Pension Reform Act of 2012, recent court cases related to this topic and what the California Supreme Court might do.

### **Recognizing, Addressing, Accommodating Mental Disabilities**

The presenter covered what a mental disability is, how to address mental disabilities in the workplace and what the employer's duties are to accommodate mental disabilities.

### **Labor Relations Game Show**

A variety of labor relations and employment law topics were covered during this interactive session.

**Politics, Pensions, Placating Under the Capital Dome and Beyond**

Developments, trends, updates on pensions, OPEBS, Retiree Healthcare, Sexual Harassment and Assault in Sacramento and Legislative update were provided.

In addition, the general sessions at the event included presentations on Unlearning Habits of The Mind, Diversity and Inclusion and 2017 Legal Trends in Human Resources.

I also had the opportunity to visit and ask questions at several vendor exhibits. This should be beneficial in understanding and researching alternative benefits options.

The forum was a good learning experience and allowed for networking with other labor relations and human resources professionals who should be useful contacts in the future.