



PELRAS

Public Employer Labor Relations
Advisory Service

2026 Annual Conference

The Hershey Lodge
March 24-27, 2026

Tuesday, March 24

3:00 p.m. – 6:00 p.m.

Registration

Conference Registration Desk

Wednesday, March 25

7:30 a.m. – 9:00 a.m.

Hot Breakfast | *Sponsored by Bearing Advisors*

Chocolate Lobby



BEARING ADVISORS
PREVENT+PROTECT PROGRAM

8:30 a.m. – 4:15 p.m.

Registration

Conference Registration Desk

8:30 a.m. – 4:15 p.m.

Exhibits Open

Chocolate Lobby

9:30 a.m. – 9:45 a.m.

Welcome

Chocolate Ballroom

9:45 a.m. – 11:00 a.m.

General Session: 2026 Labor & Employment
Potpourri

Chocolate Ballroom

11:00 a.m. – 11:10 a.m.

Break | Close Airwall Between Aztec, Nigerian & Trinidad

11:10 a.m. – 12:10 p.m.

CONCURRENT SESSIONS:

#1: **Big Brother (Or At Least Your Employer) is Watching!**
(Repeat)

Trinidad

#2: **Cleaning Up Costly Traps in Your Collective
Bargaining Agreements** *(Repeat)*

Nigerian

#3: **Is There Liability Hidden in Your Leave Policies?**

Aztec

#4: **Back to Basics: Who's In and Who's Out?**

Empire A-D
(Downstairs)

12:10 p.m. – 1:10 p.m.

First Timer Luncheon (pre-registration required)

Magnolia A-D
(Downstairs)

12:10 p.m. – 1:10 p.m.

Ethics Luncheon: Municipal Ethical Gray Areas
(Solicitors ONLY)

Crystal
(Downstairs)

12:10 p.m. – 1:10 p.m.

Buffet Luncheon | *Sponsored by Aspirant Consulting Group*

Red & White Ballroom



Aspirant Consulting Group

1:20 p.m. – 2:20 p.m.

CONCURRENT SESSIONS:

#1: **Top 10 Pension Plan Issues to Avoid**

Trinidad

#2: **EEOC Update**
(Equal Employment Opportunity Commission)

Nigerian

#3: **Goodbye to You!**

Aztec

#4: **Back to Basics: Discipline "Cliff Notes"**

Empire A-D
(Downstairs)



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Wednesday, March 25 (Continued)

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|-----------------------|--|--------------------|
| 2:20 p.m. – 2:45 p.m. | Beverage Break Open Airwall Between Aztec, Nigerian & Trinidad | |
| 2:45 p.m. – 4:15 p.m. | General Session: Arbitrator Red Light Green Light | Chocolate Ballroom |

Thursday, March 26

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|-----------------------|---|------------------------------|
| 7:30 a.m. – 5:15 p.m. | Registration | Conference Registration Desk |
| 7:30 a.m. – 5:15 p.m. | Exhibits Open | Chocolate Lobby |
| 7:30 a.m. – 9:00 a.m. | Hot Breakfast <i>Sponsored by HomeServe</i> | Chocolate Lobby |

Service Line Program by HomeServe®

| | | |
|------------------------|---|--------------------|
| 8:30 a.m. – 9:30 a.m. | General Session: Mock Act 111 Interest Arbitration | Chocolate Ballroom |
| 9:50 a.m. – 10:50 a.m. | General Session: Employment Law in Practice: Litigation Proofing Your Municipality | Chocolate Ballroom |

10:50 a.m. – 11:00 a.m. Break | Close Airwall Between Aztec, Nigerian & Trinidad

11:00 a.m. – 12:00 p.m. CONCURRENT SESSIONS:

- #1: What If They Don't File a Grievance?/
Police Tenure Act and Civil Service Appeals Trinidad
- #2: Abnormal No More: Workers' Compensation,
First Responders and PTSD Injuries (*Repeat*) Nigerian
- #3: Big Brother (or at least your employer) is Watching!
(*Repeat*) Aztec
- #4: Back To Basics: Everything You Should Know
About Public Sector Pensions Empire A-D
(Downstairs)

12:00 p.m. – 1:00 p.m. Buffet Luncheon | *Sponsored by Constellation* Red & White Ballroom



12:00 p.m. – 1:00 p.m. Ethics Luncheon – Public Official and Employee Ethics Act
(Solicitors ONLY) Magnolia A-B
(Downstairs)



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Thursday, March 26 (Continued)

| | | |
|-----------------------|--|------------------------------------|
| 1:05 p.m. – 2:05 p.m. | <u>CONCURRENT SESSIONS:</u> | |
| | #1: Cleaning Up Costly Traps in Your Collective Bargaining Agreements (Repeat) | Trinidad |
| | #2: Avoiding the Discipline “Hot Potato” Understanding “Who” has the Authority to Issue “What” Discipline | Nigerian |
| | #3: Leave Your Politics at the Door | Aztec |
| | #4: Back to Basics: Understanding Your Collective Bargaining Agreement Provisions – What Are They? What Do They Mean? | Empire A-D (Downstairs) |
| 2:05 p.m. – 2:20 p.m. | Beverage Break | Chocolate Lobby |
| 2:20 p.m. – 3:20 p.m. | <u>CONCURRENT SESSIONS:</u> | |
| | #1: Abnormal No More: Workers’ Compensation, First Responders and PTSD Injuries (Repeat) | Trinidad |
| | #2: At Will? The Rights of Your Non-Union Employees | Nigerian |
| | #3: Tackling FMLA Abuse and Getting the Information You Need from Healthcare Providers | Aztec |
| | #4: Back to Basics: Job Applications | Empire A-D (Downstairs) |
| 3:20 p.m. – 3:35 p.m. | Break Open Airwall Between Aztec, Nigerian & Trinidad | |
| 3:35 p.m. – 5:05 p.m. | General Session: A.I. Oh. My. | Chocolate Ballroom |



Friday, March 27

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|--------------------------------|---|-------------------------------------|
| 8:00 a.m. – 11:15 a.m. | Registration | Conference Registration Desk |
| 8:00 a.m. – 9:00 a.m. | Exhibits Open | Chocolate Lobby |
| 8:00 a.m. – 9:00 a.m. | Continental Breakfast | Chocolate Lobby |
| 8:30 a.m. – 9:00 a.m. | General Session: Legislative Update | Aztec & Nigerian |
| 9:00 a.m. – 10:00 a.m. | General Session: Are You High? Advanced Drug and Alcohol Issues Affecting Your Workplace | Aztec & Nigerian |
| 10:00 a.m. – 11:00 a.m. | General Session: Employment Lessons Learned from the Headlines | Aztec & Nigerian |
| 11:30 a.m. – 1:00 p.m. | PELRAS Advisory Committee Luncheon Meeting (Committee Members Only) | Cocoa Board Room |