



The Florida Bar Continuing Legal Education Committee, the City, County and Local  
Government Law Section and the Labor and Employment Law Section  
present the

# 36th Annual Public Employment Labor Relations Forum

**COURSE CLASSIFICATION: ADVANCED LEVEL**

**September 23-24, 2010**

**Hilton Orlando  
6001 Destination Parkway  
Orlando, FL 32819  
(407) 313-4301**

**Accommodations:  
Rate: \$149.00  
Cut-off Date: 9/1/10  
Hotel Rooms Are Available Under  
The Florida Bar - Midyear Meeting.  
Call (888) 488-3509  
Mention Group Code FBM For Group Rate**

Course No. 1117R

# Schedule of Events

The two-day course on public employment labor relations will discuss the PERC update; federal eleventh circuit and Florida's public sector law update; collective bargaining strategies in troubling times; FCRA/FCHR update, GIMA and the Ledbetter act; implementing pension reform; public records/privileges and exemptions in public employment issues; first amendment and political patronage claims; e-mails, facebook and other electronic intercepts; ethics/professionalism/mediation - who's the client?; and a mock arbitration.

## THURSDAY, September 23, 2010

1:00 p.m. – 1:10 p.m.

### **Welcome/Opening Remarks**

*Michael K. Grogan, Allen, Norton & Blue, PA, Jacksonville*

1:10 p.m. – 2:05 p.m.

### **PERC Update**

*Stephen A. Meck, General Counsel*

*Colin M. Roopnarine, Hearing Officer*

*Florida Public Employees Relations Commission,  
Tallahassee*

2:05 p.m. – 3:00 p.m.

### **Federal Eleventh Circuit and Florida's Public Sector Law Update**

*Robert J. Sniffen, Sniffen & Spellman, PA, Tallahassee*

3:00 p.m. – 3:15 p.m.

### **Break**

3:15 p.m. – 4:10 p.m.

### **Collective Bargaining Strategies in Troubling Times**

*Jeanne M. Miller, General Counsel and Vice*

*President of Strategic Initiatives, Florida State  
College at Jacksonville*

*Michael Mattimore, Allen, Norton & Blue, PA,  
Tallahassee*

4:10 p.m. – 5:05 p.m.

### **Florida Civil Rights Act (FCRA) and Florida Commission on Human Relations (FCHR) GIMA and the Ledbetter Act**

*Larry Kranert, FCHR General Counsel, Tallahassee*

5:05 p.m. – 5:15 p.m.

### **Joint City, County and Local Government and Labor and Employment Law Section Meeting**

5:15 p.m. – 6:00 p.m.

### **Section Meetings**

6:00 p.m. – 7:30 p.m.

### **All Member Reception**

## FRIDAY, September 24, 2010

8:40 a.m. – 8:45 a.m.

### **Opening Remarks**

*Colin M. Roopnarine, Hearing Officer*

*Florida Public Employees Relations Commission,  
Tallahassee*

8:45 a.m. – 9:35 a.m.

### **Getting Past "No": Implementing Pension Reform**

*James W. Linn, Lewis, Longman & Walker, PA,  
Tallahassee*

9:35 a.m. – 10:25 a.m.

### **Public Records/Privileges and Exemptions in Public Employment Issues**

*Patrick McCormack, St. Johns County Attorney,  
St. Augustine*

10:25 a.m. – 10:40 a.m.

### **Break**

10:40 a.m. – 11:50 a.m.

### **First Amendment and Political Patronage Claims**

*F. Damon Kitchen, Constangy, Brooks & Smith, LLP,  
Jacksonville*

*Patricia Sigman, Sigman & Sigman, PA, Altamonte  
Springs*

11:50 a.m. – 1:10 p.m.

### **Luncheon (included in registration fee)**

*Speaker (TBA)*

1:10 p.m. – 2:00 p.m.

### **Emails, Facebook and Other Electronic Intercepts**

*Gregory A. Hearing, Thompson, Sizemoore, Gonzalez  
& Hearing, PA, Tampa*

2:00 p.m. – 3:00 p.m.

### **Ethics/Professionalism/Mediation – Who's the Client?**

*James G. Brown, Ford & Harrison, LLP, Orlando*

3:00 p.m. – 3:15 p.m.

### **Break**

3:15 p.m. – 4:45 p.m.

### **Interactive Mock Arbitration: Termination of a Union President**

*Cary R. Singletary, Cary R. Singletary, PA, Tampa*  
*Elizabeth A. Waratuke, Litigation Attorney for the City  
of Gainesville for Public Employer*

*Richard Paul Siwica, Egan, Lev & Siwica, Orlando*

4:45 p.m. – 5:00 p.m.

### **Questions and Answers and Closing Remarks**

## CLE CREDITS

### CLER PROGRAM

(Maximum Credit: 11.0 hours)

General: 11.0 hours

Ethics: 1.0 hour

### CERTIFICATION PROGRAM

(Maximum Credit: 11.0 hours)

City, County & Local Government Law: 11.0 hours

Labor & Employment Law: 11.0 hours

Seminar credit may be applied to satisfy CLER / Certification requirements in the amounts specified above, not to exceed the maximum credit. See the CLE link at [www.floridabar.org](http://www.floridabar.org) for more information.

Prior to your CLER reporting date (located on the mailing label of your Florida Bar News or available in your CLE record on-line) you will be sent a Reporting Affidavit if you have not completed your required hours (must be returned by your CLER reporting date).

## CITY, COUNTY & LOCAL GOVERNMENT LAW SECTION

Vivien J. Monaco, Orlando — Chair

Kenneth A. Tinkler, Tampa — Chair-elect

Jewel White Cole, Clearwater — CLE Chair

## LABOR AND EMPLOYMENT LAW SECTION

Jill S. Schwartz, Winter Park — Chair

Gregory A. Hearing, Tampa — Chair-elect

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Michael Grogan, Jacksonville — Program Co-Chair

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Requests for refund or credit toward the purchase of the audio CD / DVD or course books of this program **must be in writing and postmarked** no later than two business days following the course presentation. Registration fees are non-transferrable, unless transferred to a colleague registering at the same price paid. A \$25 service fee applies to refund requests. Registrants who do not notify The Florida Bar by 5:00 p.m., September 16, 2010 that they will be unable to attend the seminar, will have an additional \$60 retained. Persons attending under the policy of fee waivers will be required to pay \$60.

# Registration

## Register me for the "36th Annual Public Employment Labor Relations Forum" Seminar

**ONE LOCATION: (337) HILTON ORLANDO, ORLANDO (SEPTEMBER 23-24, 2010)**

TO REGISTER OR ORDER AUDIO CD OR COURSE BOOKS, BY MAIL, SEND THIS FORM TO: The Florida Bar, Order Entry Department, 651 E. Jefferson Street, Tallahassee, FL 32399-2300 with a check in the appropriate amount payable to The Florida Bar or credit card information filled in below. If you have questions, call 850/561-5831. ON-SITE REGISTRATION, ADD \$25.00. **On-site registration is by check only.**

Name \_\_\_\_\_ Florida Bar # \_\_\_\_\_

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*\*E-mail address is required to receive electronic course material and will only be used for this order.*

**RDL: Course No. 1117R**

**ELECTRONIC COURSE MATERIAL NOTICE:** Effective July 1, 2010, every CLE course will feature an electronic course book in lieu of a printed book for all live presentations, live webcasts, webinars, teleseminars, audio CDs and video DVDs. This searchable, downloadable, printable material will be available via e-mail several days in advance of the live course presentation or immediately for products purchased thereafter. We strongly encourage you to purchase the book separately if you prefer your material printed but do not want to print it yourself.

### REGISTRATION FEE (CHECK ONE):

- Member of the City, County and Local Government Law Section or the Labor and Employment Law Section: \$390
- Non-section member: \$430
- Full-time law college faculty or full-time law student: \$260
- Persons attending under the policy of fee waivers: \$60

*Members of The Florida Bar who are Supreme Court, Federal, DCA, circuit, county judges, magistrates, judges of compensation claims, full-time administrative law judges, and court-appointed hearing officers, or full-time legal aid attorneys for programs directly related to their client practice; are eligible upon written request and for personal use only, complimentary admission to any live CLE Committee sponsored course. (We reserve the right to verify employment.)*

### METHOD OF PAYMENT (CHECK ONE):

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- Credit Card (Advance registration only. Fax to 850/561-5816.)
  - MASTERCARD  VISA  DISCOVER  AMEX

Exp. Date: \_\_\_\_/\_\_\_\_ (MO./YR.)

Signature: \_\_\_\_\_

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- Please check here if you have a disability that may require special attention or services. To ensure availability of appropriate accommodations, attach a general description of your needs. We will contact you for further coordination.

## COURSE BOOK — AUDIO CD — ON-LINE — PUBLICATIONS

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*Please include sales tax unless ordering party is tax-exempt or a nonresident of Florida.* If this order is to be purchased by a tax-exempt organization, the media must be mailed to that organization and not to a person. Include tax-exempt number beside organization's name on the order form.

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(Certification/CLER credit not awarded for purchase of course book only.)

TOTAL \$ \_\_\_\_\_

**AUDIO CD (1117C)**  
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TOTAL \$ \_\_\_\_\_