

2025



*Movin' & Groovin'*



2025 **FPELRA** 51st Annual  
Training Conference

February 3 - 5, 2025

Renaissance Orlando Airport Hotel

5445 Forbes Place, Orlando, FL 32812



[FPELRA.org](http://FPELRA.org)



### A message from FPELRA's President

On behalf of the Florida Public Employer Labor Relations Association (FPELRA), it is my pleasure to announce our 51st Annual Training Conference, *Movin' and Groovin'*, February 3 - 5, 2025, in Orlando.

The FPELRA Annual Training Conference is an important learning and networking opportunity for public sector labor relations, employee relations and human resources professionals.

The entire conference program provides a variety of timely and relevant topics presented by experts in the field along with the opportunity to network with your colleagues. **If you are new or a seasoned professional in Human Resources, please consider becoming a Florida Certified Labor Relations Professional (FCLRP), and attend Module #1— Introduction to Collective Bargaining & Chapter 447, F.S. on Sunday February 2, which is a mandatory prerequisite for certification, and is the first step in becoming a Florida Certified Labor Relations Professional (FCLRP).** You can find the module descriptions, as well as registration links, at: [Registration Link to Module #1 registration webpage.](#)

**NOTE: Continuing FCLRP certification will require attendance at one annual conference every three years.**

Not a member of FPELRA? We welcome you to consider membership with your state organization. Becoming a member provides you with discounted registration to the Annual Training Conference, Labor Relations Modules, and a network of resources to assist you in your Labor & Employee relations challenges! To join FPELRA go to the membership link at <https://fpelra.org/about-us/membership>.

A very special thank you to the FPELRA Board: Anthony Carrabis, Executive Director, Michele Green/Sarasota County, Dio Sanchez/City of Wilton Manors, Jim Sexton/City of Daytona Beach, Duane D'Andrea/City of Delray Beach, Linda Conway/Estero Fire Rescue, Russell Thomas/City of Naples, Karen Minder/City of Tallahassee, Tennille Decoste/City of Riviera Beach, Tammy Gemmati/City of Cocoa, and Jose Murillo/City of Sunrise for their tireless efforts in putting together a phenomenal conference program for 2025. And a special thanks to our conference speakers, sponsors and vendors whose contributions assist us in providing you an educational and informative event.

I look forward to seeing you in Orlando!

**Sheryl Stewart**  
FPELRA President



**FPELRA.org**



# Sunday, February 2, 2025 - Module I - Certification Program

## 2025 Florida Certified Labor Relations Professional Program Seminar

### Module I—INTRODUCTION TO COLLECTIVE BARGAINING & CHAPTER 447

This Seminar is the first of four training modules in becoming a Florida Certified Labor Relations Professional. This mandatory prerequisite program provides a complete summary of the public sector bargaining process in Florida. It includes an overview of Chapter 447, F.S. The Public Employees Relations Act, How to prepare for Bargaining, understanding the Politics of Bargaining, Good Faith Bargaining, Executive Sessions, Impasse Procedure, and more. This module, critical for understanding the preliminary collective bargaining process, is facilitated by professional trainers/educators and attorneys specializing in labor law. **This module is a pre-requisite to attendance in the other three Modules in the Certification Series.** FPELRA's Collective Bargaining Manual is included with registration of this module.

***NOTE: Continuing FCLRP Certification will require attendance at one annual conference every three years!***

### HOW CAN I REGISTER?

**SECURE ONLINE** (Immediate Confirmation) Register and pay securely online at: [Registration Link to Module #1 registration webpage.](#)

- \* **FAX** (Allow 2-3 days for receipt acknowledgment) Fax completed form below to (888) 609-7231. Please note: Registration is not finalized until receipt of payment in full.
- \* **MAIL** (Allow normal mailing time and 3-5 days for receipt acknowledgment) Mail completed form below and check payable to FPELRA (EID: 82-4146715), P.O. Box 542022, Greenacres, FL 33454.

### REGISTRATION GUIDELINES

**IMPORTANT NOTE:**

*This training registration does not confer full conference attendance.*

**Administrative Note:**

Penalty Free Cancellation Deadline is January 12, 2025.

Written cancellation requests e-mailed to [webmaster@fpelra.org](mailto:webmaster@fpelra.org) or faxed to (888) 609-7231 through January 12, 2025 will receive a full refund.

Written cancellation requests e-mailed to [webmaster@fpelra.org](mailto:webmaster@fpelra.org) or faxed to (888) 609-7231 after January 13, 2025 will be assessed a cancellation fee of \$100.

Please type or print legibly (Please copy and use separate form for each registrant)

FULL NAME: \_\_\_\_\_

PREFERRED BADGE NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_ AGENCY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY/STATE/ZIP CODE: \_\_\_\_\_

PHONE: \_\_\_\_\_ EMAIL: \_\_\_\_\_

DIETARY RESTRICTIONS: \_\_\_\_\_

## Early Bird Discount: SAVE \$50!

	Registration Through December 31, 2024	Regular Registration after December 31, 2024
Member	\$199.00	\$249.00
Non-Member	\$249.00	\$299.00

# 2025 FPELRA 51st ANNUAL TRAINING CONFERENCE

February 3, 2025 - February 5, 2025

## HOW CAN I REGISTER?

- \* **SECURE ONLINE (Immediate Confirmation)** Register and pay securely online at: [Click here for the Annual Training Conference Registration Link](#)
- \* **FAX (Allow 2 - 3 days for receipt acknowledgment)** Fax completed form below to (888) 609-7231 . Please note: Registration is not finalized until receipt of payment in full.
- \* **MAIL (Allow normal mailing time and 3 - 5 days for receipt acknowledgment)** Mail completed form below and check payable to FPELRA



Please type or print legibly (Please copy and use separate form for each registrant)

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TITLE: \_\_\_\_\_ AGENCY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY/STATE/ZIP CODE: \_\_\_\_\_

PHONE: \_\_\_\_\_ EMAIL: \_\_\_\_\_

DIETARY RESTRICTIONS: \_\_\_\_\_

**ARE YOU A: ( ) First Time Attendee? ( ) Past President? ( ) Honorary Life Member?**

*Full conference registration includes ALL networking activities (Monday night social & Business Meeting)*

***Early Bird Discount: SAVE \$50!***

	Registration Thru December 31, 2024	Registration After December 31, 2024
Member	\$375.00	\$425.00
Non-Member	\$500.00	\$550.00

### CONFERENCE REGISTRATION GUIDELINES

**IMPORTANT NOTE:**  
full conference registration does not include attendance for the Module #1 seminar to be held on Sunday, February 2, 2025.

**Administrative Note:**

Penalty Free Cancellation Deadline is January 13, 2025.

Written cancellation requests e-mailed to [webmaster@fpelra.org](mailto:webmaster@fpelra.org) or faxed to (888) 609-7231 through January 12, 2025 will receive a full refund.

Written cancellation requests e-mailed to [webmaster@fpelra.org](mailto:webmaster@fpelra.org) or faxed to (888) 609-7231 after January 13, 2025 will be assessed a cancellation fee of \$100.

**Daily Registration:**

**Through December 31, 2024**

**After December 31, 2024**

	MEMBER	NON-MEMBER	MEMBER	NON-MEMBER
Monday February 3, 2025	\$160.00	\$200.00	\$180.00	\$220.00
Tuesday February 4, 2025	\$160.00	\$200.00	\$180.00	\$220.00
Wednesday February 5, 2025	\$100.00	\$150.00	\$120.00	\$170.00



# Main Conference - February 3 - 5, 2025

## Monday, February 3, 2025

## 2025 Conference Program

**7:30 CONFERENCE REGISTRATION DESK OPENS**

**8:30 CALL TO CONFERENCE**

President's Welcome & Opening Remarks

Sheryl Stewart

President, FPELRA

To Be Determined

President, National PELRA

**8:45 Keynote Speaker**

Sheryl Sculley,

Former City Manager/Author/Professor/Consultant

Don't miss this keynote address from Sheryl Sculley that is sure to get the 51st annual conference movin' and groovin'!

Ms. Sculley is an award-winning city manager who is considered an authority on city management. She gained national attention for dealing with the unsustainable benefits for San Antonio's police and fire unions - and in doing so, steered the city away from a future of financial crisis. In 2020, Ms. Sculley published her first book about her San Antonio experience entitled "Greedy Bastards: One City's Texas Size Struggle to Avoid a Financial Crisis."

**10:15 Networking & Exhibitor Break**

**10:30 Legal Update: Jeopardy Style!**

Karen M. Morinelli,

Ogletree Deakins, Tampa, Florida

Karen is back by popular demand! Come get your legal update, Jeopardy! Style. Karen will give you the answers and you will tell her the question! You don't want to miss this session!

**11:40 Unlocking Potential: Talent Development Strategic Partnerships**

John Muller

Gehring Group, a Risk Strategies Company

**12:00 Sponsored by Gehring Group, a Risk Strategies Company**

**1:00 CBA Waivers and Status Quo**

Marc Sugerman, Attorney at Law

FordHarrison, Orlando, Florida

What's a waiver in a collective bargaining agreement? What is status quo and how does it effect the jurisdiction? Come hear Marc explain waivers and status quo!

**2:00 Networking & Exhibitor Break**

**2:15 Healthcare Update**

Kurt Gehring

Gehring Group, a Risk Strategies Company, Palm Beach, Florida

Come get movin' and groovin' with Gehring Group and get up to date on upcoming trends in healthcare!

**3:15 Networking & Exhibitor Break**

**3:30 Post-Muldrow: Defining Adverse Employment Actions:**

Jeffrey E. Mandel,

Fisher and Phillips, Orlando, Florida

How do you define an adverse employment action after the SCOTUS decision in *Muldrow v. City of St. Louis, Missouri*? Is putting an employee on paid administrative leave considered an adverse employment action? Don't miss the session!

**4:30 End of Day One!**

You are cordially invited to join us for FPELRA's Movin' and Groovin' Networking Event! Join us for a networking reception at 6:30 p.m. sharp! Thereafter, we'll see you at the networking event! Come network with your colleagues as FPELRA gets you Movin' and Groovin'!

**6:30 Networking Reception**

**7:30 President's Remarks & Networking Dinner**



**FORDHARRISON**

**Ogletree  
Deakins**

Employers & Lawyers. Working Together

**Fisher  
Phillips**

**RISK**  
strategies

**GEHRING  
GROUP**

A RISK STRATEGIES COMPANY

**[FPELRA.org](http://FPELRA.org)**

# Main Conference - February 3 - 5, 2025

Tuesday, February 4, 2025

2025 Conference Program

**7:30 CONFERENCE REGISTRATION DESK OPENS**

**8:15 PWFA 2.0**

Erin Jackson  
Johnson Jackson, Tampa, Florida

*The Groove is in the Heart! Come learn everything you need to know about the Pregnant Workers Fairness Act. Another movin' and groovin' presentation from Erin Jackson!*

**9:15 Networking & Exhibitor Break**

**9:30 Understanding the Limitations of Public Employee Free Speech Rights in Turbulent and Unprecedented Times**

Greg Hearing  
Bush Graziano Rice & Hearing  
Attorneys at Law, Tampa, FL

*They can't say that in the workplace! Or can they? Greg will get us movin' in the right direction when handling difficult and polarizing speech in the workplace.*

**10:30 Networking & Exhibitor Break**

**10:45 Managing Employee Leave Under the FMLA and ADA**

Meg Zabijaka  
Constangy Brooks Smith & Prophete, Jacksonville, FL

*Employers are facing increasing pressure to manage leave under the FMLA and ADA. Meg will get us groovin' through the challenges of managing employee leave.*

**11:45 BREAK—BUSINESS LUNCH SETUP**

**12:15 FPELRA AWARDS LUNCHEON,  
CERTIFIED LABOR RELATIONS  
PROGRAM GRADUATION &  
BUSINESS MEETING**

**1:45 Getting into the Labor Relations Groove!**

Steve Rosenthal  
The Training Tree, Inc.

*A perennial favorite, Steve will keep you entertained with his unique training style, sense of humor, and extensive knowledge in Human Resources and Labor Relations. Steve is the grooviest presenter!*

**2:45 Networking & Exhibitor Break**

**3:00 175/185/FRS Pension Update**

Glenn Thomas and Janice Rustin  
Lewis Longman & Walker, Tallahassee, FL

*Glenn and Janice will update us on the legislation being proposed regarding the FRS and Chapters 175/185 pension plans.*

**4:00 Artificial Intelligence: The Evolution**

Jeff Ling  
Evergreen Solutions, LLC, Tallahassee, Florida

*Looking to get into the AI Groove? Don't miss this session! Jeff is going to update us on what we need to know about Artificial Intelligence in HR!*

**5:00 Close of Day Two—Enjoy an evening on your own with the colleagues you met at the networking event!**

**9:00 Networking Suite Opens**



[FPELRA.org](http://FPELRA.org)



# Main Conference - February 3 - 5, 2025

Wednesday, February 5, 2025

2025 Conference Program

**7:30 CONFERENCE REGISTRATION DESK OPENS**

**8:30 Trends and Updates in Labor Relations and Collective Bargaining**

Jason Vail  
Allen Norton and Blue, Tallahassee, Florida

Jason is back! Let's get movin' on the first session of the last day! Jason will discuss the trends in Public Sector Labor Relations and Collective Bargaining.



**10:00 Sticky Wickets**

Sacha Dyson  
Bush Graziano Rice & Hearing  
Attorneys at Law, Tampa, FL

Sacha is back by popular demand! Every day brings new challenges for HR and LR practitioners. Sacha will guide us through some sticky wickets we may encounter. A session like this will keep you movin' and groovin'.



**11:00 Conducting Workplace Investigations**

Debbie Brown  
Brown Law & Consulting,

Every labor relations professional has heard of the "seven tests" of just cause. But have you ever really focused on how to conduct a workplace investigation? Debbie Brown will have you Movin' & Groovin' with information regarding investigation principles and trends in workplace investigations. Learn how you can get movin' with the best practices of conducting investigations.



## NETWORKING EVENTS AT-A-GLANCE

In addition to our numerous daily breaks, FPELRA also offers FULL CONFERENCE ATTENDEES several activities to connect with seasoned practitioners in your area!

### Sunday, February 2, 2025

Everyone is invited to join us at 4:30 p.m. in the Exhibitor Hall to register for the conference and enjoy a hosted Welcome Reception. Enjoy appetizers and the company of your fellow attendees until 6:00 p.m.

At 6:00 p.m. First-time conference attendees are invited to attend an exclusive networking event in the FPELRA Networking Suite. Meet and greet the FPELRA board and honorary members and get to know the others attending for the first time.

### Monday, February 3, 2025

Join us at 6:30 pm in the lobby area of the main conference room for a hosted reception to kick off the night. Then join us at 7:30 pm for a Movin' and Groovin' social networking event. In case you haven't figured it out come dressed in your movin' and groovin' get ups (think 60s/70s GROOVY. There will be lots of fun and some fantastic prizes!

**12:00 CONFERENCE CLOSE**

### Tuesday, February 4, 2025

Our Tuesday Awards Luncheon and Business Meeting is OPEN TO ALL starting at 12:15. Following the awards portion, you'll be updated on the 'State of the Association' by our current President and the election and installation of your new board!

Relax in your own way on Tuesday evening. Dinner is on your own. Take the time to visit with your new networking connections!

**NETWORKING:**

**Powerful, Instructive, and full of Impact!**



## ***HOTEL AND TRAVEL INFORMATION***

**THE RENAISSANCE ORLANDO AIRPORT HOTEL  
5445 FORBES PLACE, ORLANDO, FL 32812**



Please make your room reservations directly with the Renaissance Orlando Airport Hotel by calling 407.240.1000. Please mention that you are attending the 2025 FPELRA 51st Annual Training Conference to receive the government rate. **Rates may change based on the 2025 Government Rate.** Don't forget your Agency Tax Exemption paperwork!!



The FPELRA room block is now accepting reservations! Please reserve your room as early as possible to guarantee the FPELRA government per diem room rate. Receiving the government per diem rate is dependent on a cutoff date of January 8, 2025, or how soon the room block fills up, whichever comes first!



*Tastefully appointed rooms with FREE internet access await our members.*

### ***ADDITIONAL Exceptional Amenities:***

***Free Wi-Fi in your room***

***Restaurants & Lounges***

***Business Center***

***Luxurious Bedding***

***Refrigerators in Each Room***

***Coffee maker/tea service***

***Large LCD HDTV***

***Heated Pool and Whirlpool***

***Fitness Center***

***Free Parking***

***No Resort Fees***

**[FPELRA.org](http://FPELRA.org)**