



Second Wednesday's

December 8, 2010

Managing Human Resources in Challenging Times *(held in conjunction with the CCAO/CEAO Annual Winter Conference)*

MANAGING HUMAN RESOURCES IN CHALLENGING TIMES

With many counties facing difficult financial constraints and budget challenges, CCAO/CEAO have dedicated this program to how appointing authorities should address collective bargaining negotiations, prepare and conduct layoffs/furloughs, and investigations of allegations of employee misconduct. It is important to understand this process well to limit any possible liability exposure and, moreover, to facilitate an efficient process.

COLLECTIVE BARGAINING IN DIFFICULT ECONOMIC TIMES

Discuss issues which are important to address during negotiations in difficult times.
Jonathan Downes, Esq.
Partner
Downes Fishel Hass Kim LLP

LAYOFFS & FURLOUGHS IN TOUGH TIMES

Uncertainty and delays in executing a layoff/furlough can hurt morale, which is probably already at an all time low, and cause additional stress on everyone involved - those who are leaving the workplace as well as those staying in the workplace.
Marc Fishel, Esq.
Partner
Downes Fishel Hass Kim LLP

INVESTIGATIONS OF ALLEGATIONS OF EMPLOYEE MISCONDUCT

Counties need to have solid disciplinary procedures to discipline those employees who violate the standards of conduct. Addressing issues is necessary - especially for morale during challenging times.
Douglas Duckett, Esq.
Consultant & Trainer in Human Resources & Labor Relations
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