



Liebert Cassidy Whitmore/Central Valley Employment Relations Consortium (CVERC) Calendar

The 2010-2011 CVERC calendar is as follows:

- **Thursday, January 13, 2011 9 am – 12 pm, Hanford - “Preventing Workplace Harassment, Discrimination and Retaliation.”** *This practical workshop provides guidance on managing day-to-day interactions to prevent unlawful discrimination harassment. Fully meets requirements of AB 1825.*
- **Thursday, January 13, 2011 1 pm – 4 pm, Hanford - “Managing the Marginal Employee.”** *This workshop is designed to train supervisors and managers on how to manage the employee who does the “bare minimum” and/or “pushes the envelope.”*
- **Thursday, March 10, 2011 9 am – 12 pm, Madera - “Principles for Public Safety Employment.”** *This workshop will cover topics relating to both Fire and Police personnel. This workshop will provide participants with needed knowledge of the unique laws regulating peace officer employment, including the Public Safety Officers Procedural Bill of Rights, internal affairs investigations, Pitchess motions, background investigations, and industrial disability leave. And since January 1 of 2008, firefighters, paramedics and EMTs have been protected by the Firefighters Procedural Bill of Rights Act (“FBOR”). The protections afforded by the FBOR, which are very similar to the protections already afforded to peace officers, radically changes the way that fire departments handle personnel matters. This practical “how to” training is especially designed for fire department supervisors and managers who face new difficulties in managing personnel as a result of the FBOR.*
- **Thursday, March 10, 2011 1 pm – 4 pm, Madera - “The ABCs of Sustaining Discipline.”** *From lawful appeal procedures to enforcement of zero tolerance policies, this overview session will be a lively A, B, C approach to discipline: appeals, best practices, counseling, demotions, evaluations, freedom of speech, etc. Join our workshop for an informative, up to date, interactive approach to the discipline process! Our goal is to empower supervisors to use corrective action when needed without fearing the outcome of the administrative appeal process.*

Organization Development & Training Division

Our mission is to constantly build organizational effectiveness by providing the material and conceptual resources needed to improve performance and enhance the quality of work life. We are committed to the continuous growth and development of our people.

- **Wednesday, May 4, 2011 9 am – 12 pm, Kerman - “Family and Medical Care Leave Acts.”** *This workshop will discuss both the California Family Rights Act and the Federal Family and Medical Care Leave Act. Because the Acts overlap in many areas, there are numerous conflicts which are addressed during the workshop.*
- **Wednesday, May 4, 2011 1 pm – 4 pm, Kerman - “Super Manager or Super Spy: The Use of Technology in Monitoring Employee Conduct.”** *This workshop explores the wide range of issues arising from the interplay between technology and privacy in the workplace. It guides managers through the patchwork of federal and state laws and court decisions that govern these issues.*

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