

A decorative graphic consisting of two overlapping, rounded rectangular shapes in shades of light green and teal.

2024 SUMMER NEWSLETTER

As we welcome the sun-kissed days and balmy evenings, we are delighted to share recaps of the latest OHPELRA event, announcements and reminders of upcoming opportunities, and some HR-friendly and feel-good news to help you embrace the spirit of summer!

Read below for more information.

“Summer reminds us that growth happens when the sun shines bright and the days stretch long. Just as nature flourishes under its warmth, so too do we find opportunities to blossom in our work, embracing change, and welcoming the bright future ahead.”



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Upcoming Events



FLASH LEGAL UPDATE

Thursday, September 12, 2024

9:00am - 11:30am

The first phase of the Department of Labor's new overtime rules took effect on July 1, 2024. Are you prepared to assess your organization's exposure and ensure compliance? Join this virtual session where expert, Catherine F. Burgett will delve into the latest FLSA guidelines and other critical legislative and case law updates.

Click [here](#) to register.

**This session is pending approval for CLE credits.*



FALL 2024 CONFERENCE: NEGOTIATIONS FROM START TO FINISH

Wednesday, October 16, 2024

8:30am - 3:30pm

Discover the art of effective labor negotiations in this upcoming event. Join us for insightful sessions where you will gain valuable insights into navigating complex labor negotiations with confidence. Hear from attorneys on the following topics:

- Key Steps and Strategies for Preparing for Collective Bargaining
 - *Presented by Marc Fishel, Esq. and Douglas Duckett, Esq.*
- Factfinder's Perspective and Do's and Don'ts at the Factfinding Table
 - *Presented by Don Collins, Esq.*
- What To Do with the Factfinder's Report and Strategies for Implementing the Contract
 - *Presented by Marc Fishel, Esq. and Douglas Duckett, Esq.*

Click [here](#) to register.

**DON'T MISS THESE EXCITING OPPORTUNITIES TO DEEPEN YOUR UNDERSTANDING
AND EXCEL IN MANAGING LABOR RELATIONS!**

CRISIS COMMUNICATION PLANNING



By the time you hear the thunder, it's too late to build the boat. Somewhere, within every organization, is a crisis waiting to happen. Fortunately, with a modest amount of preparation, early mistakes can be avoided or significantly minimized. Do you have a plan?

National PELRA is partnering with Anthony Huey of Communicate Clearly, to offer an opportunity to develop an individualized crisis communication plan that includes:

- 2-hour virtual education workshop (September 18, 2024: 1:00pm - 3:00pm ET)
- 1.5-hour virtual training session (November 6, 2024: 1:00pm - 2:30pm ET)
- A full 100-page crisis communication plan that includes a set of crisis response templates (news releases, buy-time statements, media alerts, messaging documents, etc.).
- Personal counseling: post-event meeting with Anthony Huey to review and refine **your** plan
- Crisis Tools through Communicate Clearly, the *Crisis Driver*

The national average for developing a crisis communication plan ranges from \$6,000- \$8,000+. **With a minimum of 20 registrants, this benefit is being offered to members for \$3,000 (\$4,000 for non-members).**

Click [here](#) to register.

ANNOUNCEMENTS

NEW MEMBER ORIENTATION

Monday, July 22, 2024

3:00pm

ATTENTION ALL NEW MEMBERS! This virtual session will give you an intimate opportunity to learn about OHPELRA in a brief format.

You will have a chance to meet the board members, ask questions, and learn about how OHPELRA can support your journey through all things labor relations.

A link to the webinar will be sent to all new members. If anyone has questions or would like more information, **please contact [Courtney Lower](#)**.

We look forward to welcoming you!

EARLY NPELRA ATC RATE

MEMBERS ONLY!

Until August 31, 2024, take advantage of the early registration rate for the **2025** National PELRA Conference in Portland, Oregon.

Sunday, June 22- Wednesday, June 25, 2025

Early Rate: \$849

Select **Pay by Invoice and it will not be due until January 1, 2025*

Additional Information:

- Must maintain active membership into 2025 or will lose member pricing incentive
- Cancel without fee until December 31, 2024

Click [here](#) to register.

NEW SOCIAL MEDIA PAGE

OHPELRA is excited to announce that we are taking our online presence to the next level by moving from Facebook to LinkedIn!

We invite you to join us on LinkedIn to continue this journey together. Follow our new page for updates and valuable content.



OHIO AUDITOR OF STATE KEITH FABER



**Auditor of State
Bulletin 2024-005**

DATE ISSUED: June 27, 2024

TO: All Public Offices
Community Schools
Independent Public Accountants

FROM: Keith Faber
Ohio Auditor of State

SUBJECT: Required Fraud Reporting and Training

Training

Ohio Rev. Code § 117.103 was recently amended to mandate the creation of training materials by the Auditor of State (AOS) that explain Ohio's fraud-reporting system and how to report instances of fraud, waste, and abuse.

The Department of Administrative Services is responsible for distributing these materials to all state employees, statewide elected officials, and members of the general assembly. Employees and elected officials of political subdivisions must also receive these materials from the AOS.

Current employees and elected officials must complete this training within ninety (90) days, unless they have a valid reason for completing it later. New employees and elected officials must acknowledge receipt of the materials within thirty (30) days of starting their roles. The training is required every four (4) years for each employee or elected official.

Reporting

The amendment mandates state officials and employees of state agencies to report alleged fraud, theft in office, or misuse of public funds to the Inspector General. "State agency" refers to organized bodies or offices established by state laws, excluding certain entities like the General Assembly, courts, and specific state offices.

Officials and employees of the General Assembly, any court, or the offices of the Secretary of State, Auditor of State, Treasurer of State, or Attorney General, all other state officials and employees, and certain other persons in a local public office, are required to report alleged fraud, theft in office, or misuse or misappropriation of public money to the AOS.

Exemptions from reporting include prosecuting attorneys, directors of law, village solicitors, and their employees, as well as legal counsel operating under attorney-client privilege when information is obtained through such communications.

Click [here](#) for more information.

SUMMER RECAP



The 2024 OHPELRA Summer Workshop was a success!

With over 120 attendees, the day was filled with thoughtful questions, knowledge transfers, and quality discussions!

Special thanks to the presenters for their valuable contributions: Brian Butcher, Heidi Miller, Andria Williams, and Brian Dostanko! Their enthusiasm for the fields of HR/LR ensured an effective event!

Congratulations to Ashley Jones, HR Specialist with Perry County Children Services!

Ashley is the winner of the FREE National PELRA 2025 Annual Training Conference Registration!

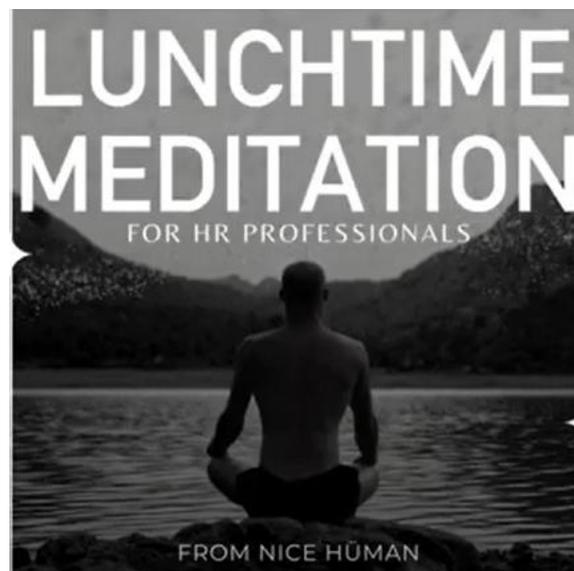


SELF-CARE FOR HR PROFESSIONALS

LUNCHTIME GUIDED MEDITATION FOR HR PROFESSIONALS

New data from SHRM Research ⁱfound that roughly 50% of workers feel depleted at the end of the day. HR professionals are not excluded! The research also found that 47% of HR professionals say working in HR has hurt their mental health and well-being and 75% say working in HR is emotionally exhausting.

Let's take a quick break with a revitalizing lunchtime meditation experience, tailored specifically for HR professionals! Click the image below for an 11-minute guided meditation session that will provide you with a calming atmosphere and an opportunity to release stress during your busy day.



ⁱ <https://www.shrm.org/executive-network/insights/worker-mental-health-challenges-productivity-risk-hr>