

# 2020 OMAA/OML WEBINAR: TOP ERRORS MUNICIPALITIES MAKE DURING THE DISCIPLINE PROCESS

*Wednesday, February 12, 2020 – 11:00 a.m. – 12:00 noon*

COST: \$125 PER REGISTRANT - REGISTRATION LIMITED TO 50 REGISTRANTS PER SESSION. (There is no CLE credit for these webinars.)

## **PROGRAM OVERVIEW:**

Having competent supervisors and following effective management practices are crucial for defending employee discipline decisions. This webinar will discuss and review some of the top errors for municipalities to avoid during the discipline process including the failure to properly document, the importance of aligning performance evaluations with discipline, failure to investigate complaints, and the failure to consider applicable civil service law and terms of applicable collective bargaining agreements.

## **PRESENTER: Brad E. Bennett, Bricker & Eckler LLP**

Brad represents public and private sector employers in all aspects of labor and employment law. Brad defends employers in state and federal courts and before various administrative agencies, including the Equal Employment Opportunity Commission (EEOC) and the Ohio Civil Rights Commission (OCRC). In addition to his litigation practice, Brad represents public sector employers in collective bargaining, grievance arbitrations, impasse proceedings and before the State Employment Relations Board (SERB). Additionally, Brad has drafted civil service rules for municipalities, represents public sector employers before the State Personnel Board of Review (SPBR), and counsels public employers regarding compliance with Ohio's Open Meetings Act and Public Records Act. Brad further utilizes his previous human resources experience to assist employers with day-to-day human resources and employment law compliance, including drafting employment policies and job descriptions, conducting and assisting with workplace investigations, grievances/arbitrations, disciplinary and performance-related matters, salary surveys, and training.

Brad is certified as a Specialist in Labor and Employment Law by the Ohio State Bar Association. Brad has been selected as one of the "Best Lawyers in America – Employment Law" and is listed to "Ohio Super Lawyers" recognizing him for his outstanding work in the areas of Labor and Employment Law and Litigation.

## **Complimentary power point slides will be provided to the attendees.**

*TO REGISTER: email the registration form to CYNDIE, at [cgrant@omloho.org](mailto:cgrant@omloho.org), and copy [cblake@omloho.org](mailto:cblake@omloho.org), or mail it to the OMAA/OML offices (Please mail your \$125 check, made out to the OMAA, to the OMAA/OML offices: 175 S. Third St., Suite 510, Columbus, OH 43215.)*

Registrants are encouraged to set up for the webinar in a conference room, with a speaker phone and a computer screen, and to invite other city officials to attend. Registrants are encouraged to notify us of the number of participants attending the webinar and if any are from other communities. (This is for our records, only).



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Serving Local Government Attorneys since 1953



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*Presenter – Brad E. Bennett, Bricker & Eckler LLP*

PLEASE PRINT:

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*(Please indicate your job title. This helps direct the presentation.)*

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*The email you indicate above is the email to which I send all correspondence – info about how the webinar works, the power point slides and the webinar email invitation.*  
**(Notice: We always email registration confirmation and info about how to enter the webinar at the latest by 5:00 p.m. the day before the webinar. If you do not receive this confirmation let us know.)**

**COST: \$125 per registrant** (limit of 50 registrants per webinar session)

Your municipality counts as 1 registrant. You may have as many city officials (attorneys, mayors, council members, etc.) attend as you wish, for this \$125 fee. **(Mail your check, made out to OMAA, to our offices. If we should bill someone besides the municipality please also indicate the name and full address of that entity on this form.)** You may email or fax the registration form to us.) *(For our records we appreciate your advising us at [cgrant@omloho.org](mailto:cgrant@omloho.org) & [cblake@omloho.org](mailto:cblake@omloho.org) how many officials you plan to have attend.)*