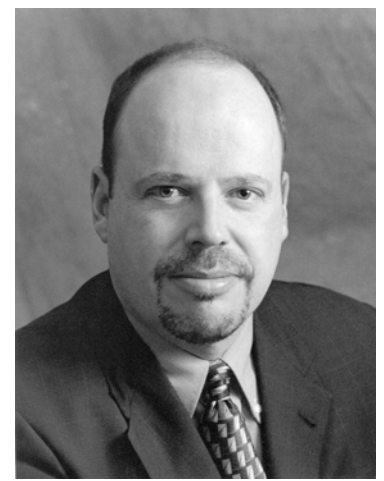


Training and Consulting Services

in Human Resources
and Labor Relations



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Training for your Managers, Supervisors, and Employees

- Dealing with problem and dysfunctional employees. I have spoken on this topic in six states and NPELRA's Annual Training Conference.
- Effective and defensible discipline of employees under civil service law and union contracts.
- Collective bargaining strategies and planning.
- Making workplaces less attractive for unionization.
- Sexual harassment prevention – both for managers and supervisors and for line-level employees.
- Other topics in public-sector human resources and labor relations.

Consulting and Other Employment-Related Services

- Collective bargaining for public-sector employers.
- Investigations of employee misconduct.
- Serving as hearing officer in pre-disciplinary hearings or grievance hearings.
- Advising on disciplinary cases, including civil-service appeals and arbitrations.
- Mediation services.
- Representing employers in grievances and arbitrations and civil-service appeals.

My Experience in Human Resources and Labor Relations

- Over 23 years as chief labor negotiator and human resources director for Ohio's eighth largest county.
- 26 years' experience as a labor and employment lawyer.
- Nationally recognized trainer and speaker on human resources and labor relations topic.
- Served as President of both the National Public Employer Labor Relations Association and the Ohio Public Employer Labor Relations Association, NPELRA's Ohio chapter.
- Frequent lecturer and trainer in NPELRA's Labor Relations Academy, a national professional certification program in public-sector labor relations.