

**Maine Municipal Association  
Personnel Practices Workshop  
May 3, 2023  
Agenda**

8:30 – 9:00     **Registration**

9:00 – 9:45     **Legal Strategies to Navigate a Labor Shortage**                     T. Walker

Tara will discuss changing norms in the workplace, generational differences, pay transparency and pay equity, work-from-home that actually works, and will build in updates to employment laws at the state and federal level which may impact this discussion.

9:45 – 10:00   **Labor Relations Update**   M. Tarasevich

From the state house to the negotiating table, Matt will provide an update on the latest happenings on the labor relations front.

10—10:30     **First Amendment Audits: An Update**                                     A. Freeman/M. Tarasevich

These so-called “First Amendment Audits” are happening around the state. This will provide you with a brief introduction to what to expect and how to handle them when they arrive on the town’s door step.

10:30 – 10:45                                     *Break*

10:45 – 12     **Back to Basics:  
FMLA/ADA/Workers Comp**   A. Freeman

Now that FMLA (i.e. FFCRA/EFLMA) in the time of COVID are no longer applicable, we are back to the administration of plain ole FMLA. This will provide you with an update on the who, what, where, when and how of leave laws which impact your employees.

12:00 – 12:45                                     *Lunch*

12:45 – 1:00   **Stump the Chumps**   All

Anonymously (or not!) submit your most burning HR questions and see if you can stump our attorneys!

1:00 – 2:30     **“You can’t make this stuff up!”                                     Freeman/Tarasevich/Walker  
True Stories – and Lessons Learned – from Town Hall  
(An interactive presentation)**