MPELRA
Michigan Public Employer
Labor Relations Association

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Friday, December 4, 2026

MSU The James B. Henry Center for Executive Development

3535 Forest Road, Lansing, MI 48910

RECERTIFICATION PROVIDER HRCI 2026 HRCI.ORG

This program has been pre-approved for **4.25** HR General credit hours toward aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

Program Agenda

SHRM RECERTIFICATION PROVIDER SHRM-CP | SHRM-SCP

MPELRA is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.

8:30 AM Registration and Continental Breakfast

9:00 AM President's Welcome

9:15 AM Behind the Badge: PTSD and Recovery – The Police Officer's Perspective

Aaron Smith, Rally Point Defense, LLC

A former police officer's firsthand account of his experience with post-traumatic stress disorder (PTSD), anger, burnout, and other mental health challenges, and how he coped with them. Drawing on 25 years of law enforcement experience and his work training and coaching other first responders, Aaron Smith will offer advice on improvements to employer policies and programs to better support employees facing similar challenges, and reduce the organizational costs associated with untreated stress and psychological injury.

10:45 AM Beyond the Call: Occupational Trauma and First Responder Mental Health

Robert Dunne, MD, FACEP, FAEMS, Medical Director, Detroit Fire Department

This presentation examines the psychological toll of repeated occupational trauma on first responders—including police officers, firefighters, and EMS professionals—with a focus on post-traumatic stress, depression, suicide risk, and substance use disorders. Drawing on current medical research and the perspective of an emergency physician, EMS medical director, and addiction medicine specialist, this session explores the effects on mental health, job performance, and long-term well-being. It also addresses challenges for public employers, including early identification, access to treatment, workplace policies, employee protection, and successful return to work.

12:15 PM Lunch

1:15 PM Strategies for Effectively Navigating Labor and Human Resources Issues Involving Elected and Appointed Boards

Andrew J. Gordon, Attorney at Law, Bloom Sluggett, PC

This discussion will provide an overview and guidance on effective strategies to handle the unique challenges presented for labor and employment issues involving elected officials, appointed officers, and public boards. Topics to be discussed will include the role of elected and appointed officials in human resources and labor matters, addressing requests for information under PERA and the Freedom of Information Act (FOIA), and the inter-relationship of labor and human resources with the Michigan Open Meetings Act.

3:00 PM Adjournment

Program Registration Information

The registration fee, which includes continental breakfast and lunch, is $80.00 for members and $90.00 for non-members. Please make reservations by **Monday, November 30, 2026**, online at www.mpelra.org or by sending the attached registration form to Barbara Wise Johnson at MPELRA, P.O. Box 235, Farmington, MI 48332-0235. Please note, notice of cancellation must be received by 4:00 PM Monday, November 30, 2026. No refunds or credit will be issued after that date. If you have questions call (313) 460-1613 or send an email to treasurer@mpelra.org.