**2019 ISAC Spring Conference CEU Requirements**

**TITLE**: 2019 ISAC Spring Conference

**DATE, DAY, AND TIME**:

* Thursday, March 14, 2019, 9:00 am – 10:15 am

**PLACE**: Veterans Memorial Community Choice Credit Union Convention Center, Des Moines

**PURPOSE**: This annual meeting held in March is the Association’s business meeting where the ISAC budget is approved by the membership, and the ISAC scholarship award winners are recognized. ISAC also plans educational seminars on Thursday.

**TARGET AUDIENCE:**  Iowa State Association of Counties Members

**OBJECTIVES**: Upon completion of this program, the participant should be able to:

**March 14, 2019 (1.25 total contact hours possible)**

* **9:00 am - 10:15 am Legal Trends and Case Law that impacts Iowa Counties**

Counties in the state of Iowa sit at the nexus between state government and smaller municipal government.  This presentation will help attendees understand the various changes in the law for counties, as well as municipalities in general, and how it may impact county offices or departments.  This includes employment law, land use law, open meetings/records, and many other areas of the law.

**CEUs**: 1.25 hours

**FACULTY**:

**Hugh Cain, Attorney**

**Hopkins & Huebner, P.C.**

Hugh Cain is a shareholder at Hopkins & Huebner, P.C. A graduate of the University of Washington School of Law, he has practiced in the state and federal courts of Iowa since 1983, and primarily works in employment and local government law. Hugh has litigated legal disputes and advised for Iowa private employers and local governments on a wide variety of employment, civil rights, safety, and wage issues. He has negotiated collective bargaining agreements and assisted local government boards with governance, open meetings, and open records issues. Hugh has substantial experience representing and advising Iowa municipalities regarding city and state code as well as state and federal law compliance.

**Brent Hinders, Attorney**

**Hopkins & Huebner, P.C.**

Brent Hinders has been practicing law in Iowa since 2005 and joined Hopkins & Huebner in 2011. A graduate of Simpson College and Drake University Law School, Brent now practices in the areas of labor, employment, criminal, and government law. Brent is a member of the Iowa State, Polk County and Warren County Bar Associations. He is licensed to practice law in both the state and federal courts, the 8th Circuit Court of Appeals and the United States Supreme Court. Brent has substantial experience in advising boards on legal matters, interpreting ordinances and statutes, writing policies, reviewing and recommending modifications to ordinances, negotiating collective bargaining agreements, representing municipalities in court and has tried numerous jury and non-jury trials.

* **9:00 am - 10:15 am Simple Tech Tools and Tricks**

This interactive and conversational educational seminar will give conference attendees the opportunity to learn simple tools and tricks from county IT directors. Attendees will leave with ideas that will make their lives easier and safer. Please bring your devices and questions.

**CEUs**: 1.25 hours

**FACULTY**:

Micah Van Maanen, Sioux County IT Director

Micah Cutler, Hardin County IT Director

Eric Guth, Winnebago County IT Director

Ryan Eaton, Jasper County IT

Joel Rohne, Worth County IT Director

Andy Flagge, Wright County IT

* **9:00 am - 10:15 am Employees cannot say that…or can they? – Off-Duty Employee Search**

This presentation will examine the unique rights that public employees have to engage in off-duty speech. Employees’ conversations during lunch breaks, in the parking lot, or on Facebook may be subject to First Amendment protection or be recognized as protected and concerted activity under labor law. Through an interactive presentation, the presenters will evaluate specific case examples of these rights, advise employers on how to navigate the First Amendment and labor law with respect to off-duty speech, and how to address problems created by off-duty speech, even when it may be protected.

**CEUs**: 1.25 hours

**FACULTY**:

**Aaron Hilligas, Attorney**

**Ahlers & Cooney, P.C.**

Aaron is a member of the firm’s Public Law Practice Area, serving municipalities, higher education and K-12 educational institutions. He advises clients on a variety of labor and employment related matters and represents employers in collective bargaining contract negotiations, in cases before the Public Employment Relations Board and in other administrative hearings, and in grievance arbitrations. Aaron also assists employers in contract administration, the development and implementation of employee handbooks and policies, personnel issues, conducting workplace investigations, and the navigation of the labor nuances tied to the receipt of federal transit funds.  Prior to Ahlers & Cooney, Aaron worked in the Office of the General Counsel for the National Labor Relations Board (NLRB) in Washington, DC. With the NLRB, he developed legal theories pursued by General Counsel, advised regions on litigation strategy, and represented the agency in injunction cases on appeal. He has also worked in-house as an attorney with labor organizations representing a variety of industries in the public and private sectors. In these roles, he was involved in collective bargaining, contract enforcement and strategic campaigns, arbitrated and litigated disputes, and advised on policies, internal employee issues, regulatory compliance, organizing, employee benefits and internal governance. A native of Nebraska, Aaron received his law degree from the University of Wisconsin.

**Ann Smisek, Attorney  
Ahlers & Cooney, P.C.**

Ann is a member of the firm’s Public Law Practice Area, working with both government and education clients. Ann counsels’ clients on various personnel matters regarding hiring, disciplining, and terminating employees, as well as how to conduct workplace investigations. She advises on compliance with applicable state and federal regulations, and reviews handbooks to provide recommendations on legal compliance and best practices. Ann also advises clients on labor issues, representing employers in collective bargaining agreement negotiations, in cases before the Public Employment Relations Board, and in grievance arbitrations. Prior to Ahlers & Cooney, she served as an Administrative Law Judge for the Iowa Public Employment Relations Board (IPERB). She conducted prehearing conferences and presided at contested case hearings concerning labor and employment disputes. She performed legal research and issued proposed rulings on pre-hearing motions and on the merits of cases. She handled administrative appeals before the district court, Iowa Court of Appeals and Iowa Supreme Court regarding negotiability disputes. She also acted as a mediator to help settle cases and assist in the negotiation of collective bargaining agreements. Ann received her law degree from the University of Iowa.

**FEE**: A $190 full conference registration fee for the ISAC Spring Conference covers all CEUs. Please see ISAC’s cancellation and refund policy for further instruction.