



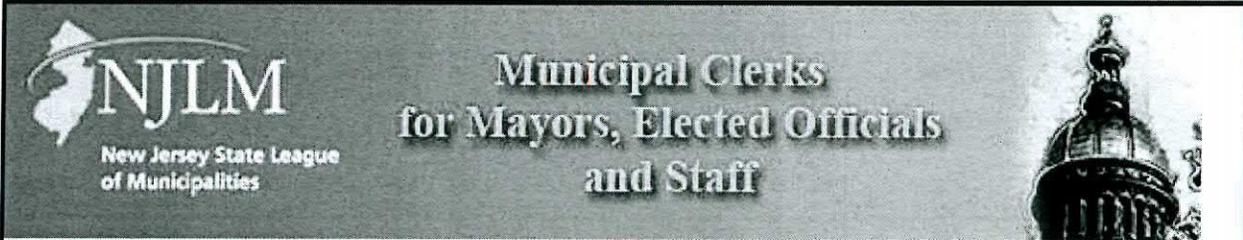
Masser, Michelle

From: Lashway, Lisa
Sent: Wednesday, February 29, 2012 1:11 PM
To: Canning, Sean; Masser, Michelle; Wilpert, Frank; Cordileone, Mike
Subject: FW: I. Important Decision Regarding OPRA & Mailing Lists II. & III. Upcoming League Seminar

Lisa Lashway
Township Clerk
Township of Mount Olive
P.O. Box 450
Budd Lake, NJ 07828
973-691-0900 Ext. 7290

From: NJLM to Municipal Officials [mailto:njlm-clerks@cityconnections.com]
Sent: Wednesday, February 29, 2012 1:12 PM
To: Lashway, Lisa
Subject: I. Important Decision Regarding OPRA & Mailing Lists II. & III. Upcoming League Seminar

To view an online version of this email, click [here](#).



February 29, 2012

Re: I.Important decision regarding OPRA and mailing lists

Dear Mayor:

Last week the Appellate Division released its decision in Renna v. County of Union. The issue in that case is whether a mailing list of senior citizens, compiled by Union County for the purposes of mailing out (physically, not electronically) a newsletter, was subject to the Open Public Records Act. Union County had originally provided the list, but had redacted the mailing addresses. The trial court ordered that Union County provide an unredacted list, and the Appellate Division upheld this decision.

Senior citizens in Union County could sign up to receive the newsletter at various events in the county. Although home addresses are not among the list of items that should be redacted under OPRA, the records custodian for Union County did so anyway, relying on the exemption to protect privacy.

The Appellate Division found this argument unpersuasive, and held that, when balancing the privacy interests of those who signed up for the list against the purposes of OPRA, the facts weighed in favor of the release of an unredacted list, including the home addresses of those who had signed up to receive the newsletter.

In its decision, the Court mentioned three separate decisions by the Government Records Council that held that home addresses should not be released under OPRA, but stated that these decisions were not persuasive and offered no further analysis.

Finally, the Appellate Court urged public bodies going forward to attach a notice to any mailing list signups indicating that the list and the home addresses on it may be subject to the Open Public Records Act.

You can find a copy of the decision at: <http://www.njslom.org/documents/renna-decision.pdf>

We urge you to discuss the implications of this decision with your municipal attorney and records custodian. If you have any questions or need further information, please contact League Staff Attorney Matthew Weng at

mweng@njslom.com or at 609-695-3481 ext. 137.

Very truly yours,

William G. Dressel, Jr.
Executive Director

Re: II. League Professional Development Seminar - *“Leaves of Absence in New Jersey-A look at the Family Medical Leave Act, the New Jersey Family Leave Act, and ADA Compliance”*

Wednesday, March 21, 2012
Robert Meyner Reception Center
Holmdel, NJ
8:30 AM – 12:30PM

Dena B. Calo, Esq., Director of the Human Resources Practice Group at Genova, Burns, & Giantomasi and Joseph P. Hannon, Esq, Genova, Burns, & Giantomasi will present the following program addressing how to manage employee “leaves” in New Jersey. Its goal is to help attendees understand and administer the Federal Family and Medical Leave Act of 1993, the New Jersey Family Leave Act, New Jersey Family Leave Insurance, New Jersey Temporary Disability Insurance and New Jersey Workers Compensation Act. More specifically, it will provide information on recent changes in the FMLA and NJFLA, help educate participants on the importance of understanding the difference between “leave laws” and “wage replacement laws”; provide an overview of NJFLI and provide an understanding of the interaction between and administration of FMLA, NJFLA, NJFLI, NJTDI and NJWCA. The breakdown of the program is as follows:

- **FMLA** – (1 hour) Summary of the law and its recent Amendments; Understanding and Identifying Qualifying Events and what constitutes a Serious Health Conditions; Requirements of and Reviewing Certifications; Intermittent Leave and Substitution of Paid Leave; Job

Protection and Restoration; Employer and Employee Obligations under the Act; Calculation of leave entitlements; Managing attendance and abuse of leave.

- **NJFLA** – (30 minutes) Summary of the law; Understanding and Identifying Qualifying Events and what constitutes a Serious Health Condition; Interplay between and Comparison of the FMLA and NJFLA.
- **Leave Laws v. Wage Replacement Laws** (15 minutes) – Defining leave laws; Defining wage replacement laws; Comparison of leave v. wage replacement laws.
- **New Jersey Family Leave Insurance (NJFLI)** (30 minutes) – Background and Summary of the Law; Identification of the types of leave applicable; NJFLI funding and administration; Eligible Employees and Employers; Benefits available under NJFLI; Notice and Certification Requirements; Job Restoration; Interplay with FMLA, NJFLA, sick, vacation and other personal leave; State v. Private Plan administration; Challenging grants of benefits and penalties for false claims.
- **Administration of FMLA, NJFLA, NJFLI, NJTDI and NJWCA** (30 minutes) – Managing leave in New Jersey; Discussion of NJTDI and NJWCA; Basics on Employer Personal Time Off Policies; Hypothetical examples of Leave applications and calculation of benefits; practical tips for applying leaves in the workplace.

Each participant will receive a copy of the PowerPoint presentation upon arrival and the presenter will be available for questions throughout the presentation as well as after the presentation has concluded.

Presenter(s):

- Dena B. Calo, Esq., Director of Human Resources Practices Group and Partner, at Genova, Burns, & Giantomasi

- Joseph M. Hannon, Esq, Genova, Burns, & Giantomasi

Schedule:

8:30-9:00 Registration, networking and continental breakfast

9:00a.m.-10:15a.m.-Seminar topics and discussion

10:15a.m.-10:30a.m.-Networking Break
10:30a.m.-12:30p.m.Seminar topics and discussion.

REGISTRATION FEE: Member Rate: \$75.00* Non-Member: \$150.00
Member rate applies to: Municipalities, State, County, and Municipal Utilities
& Authorities.

To register:

-Visit www.njslom.org and click on *Services*

-Select *Calendar of Events*, Go to the date you are attending

-Download registration form, complete and fax it with your voucher to (609)
695-0151

Questions about registering – contact Suzanne Delany SDelany@njslom.com or
609-695-3481 ext. 111

CEUs: **CMFO/CCFO 4.0-** OFFICE MANAGEMENT; **RMC 4.0 -**
PROFESSIONAL DEVELOPMENT; **CPWM 2.0-** GOVT **2.0 -MGMT;**
RPPO/RPPS 4.0, CPA 4.0 MANAGEMENT; **CLE 4.0-LABOR AND**
EMPLOYMENT LAW

THIS PROGRAM HAS BEEN APPROVED BY THE BOARD ON CONTINUING
LEGAL EDUCATION OF THE SUPREME COURT OF NEW JERSEY FOR 4.0
HOURS OF TOTAL CLE CREDIT. OF THESE 4 QUALIFY AS HOURS OF
CREDIT FOR PROFESSIONALISM.

**Re: III. League Professional Development Seminar: “Conflict Resolution during the
Shared Service Process”**

May 8, 2012
10:00A.M.-1:30P.M.
Robert Meyner Reception Center
At PNC Bank Arts Center

Holmdel, NJ

With the 2% cap and other budget limits set in place, it is hard for municipalities to find the necessary funds to support all of their basic services. To help in this matter, the Governor and the Legislature have promoted the sharing of or consolidation of services between two or more towns. Of course, this sharing of services is not as simple as it seems. Confusion over laws and conflict over control of services can end up hindering or slowing down the consolidation process. The purpose of this seminar is to educate Municipal officials on the policies, procedures, and laws that are a part of successful partnership agreement and teach municipal officials how to solve their conflicts rationally.

Schedule

9:30a.m. -10:00a.m. Registration, networking and continental breakfast

10:00am-11:15a.m.-Laws of Consolidation of Services

11:15a.m.-11:30p.m.-Networking Break

11:30am-1:30p.m.-Conflict Resolution of Shared Services-How to work together for a common goal

Moderator:

Gregory C. Fehrenbach, League Interlocal Services Coordinator and Principal,
GOVERNMENT MANAGEMENT ADVISORS, LLC

Presenters:

- Brian Kronick, Esq., League Labor Relations Counsel; Genova, Burns & Giantomasi

- Dr. Linda Stamato, Faculty Fellow and Co-Director, **Center for Negotiation and Conflict Resolution**

REGISTRATION FEE: Member Rate: \$55.00* Non-Member: \$75.00

*Member rate applies to: Municipalities, State, County, and Municipal Utilities & Authorities.

To Register:

- Visit www.njslom.org and click on Services
- Select Calendar of Events, Go to the date you are attending
- Download registration form, complete and fax it with your voucher to (609) 695-0151

Questions about registering – contact Suzanne Delany SDelany@njslom.com or 609-695-3481 ext. 111

CEUs: CMFO/CCFO- 4.0 OFFICE MANAGEMENT; CPWM-2.0 GOVT, 2.0 MGMT; RMC-4.0 PROFESSIONAL DEVELOPMENT; RPPO/RPPS-4.0, CRP 3.0, CLE 2.0-PROFESSIONAL RESPONSIBILITY, 2.0 MUNICIPAL LAW

THIS PROGRAM HAS BEEN APPROVED BY THE BOARD ON CONTINUING LEGAL EDUCATION OF THE SUPREME COURT OF NEW JERSEY FOR 4.0 HOURS OF TOTAL CLE CREDIT. OF THESE 4 QUALIFY AS HOURS OF CREDIT FOR PROFESSIONALISM.

*If you would like to be removed from receiving faxed advisories please contact Shirley Cade at scade@njslom.com or 609-695-3481 ext. 114 with the name of your municipality and fax number. Thank you.

New Jersey League of Municipalities
222 West State Street, Trenton, NJ 08608
609-695-3481

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