

AFT Michigan
Collective Bargaining and Contract Enforcement Conference
Somerset Inn, Troy, Michigan
AGENDA

Friday, September 25, 2009

5:30 p.m. - 7:30 p.m. Registration

6:00 p.m. - 6:10 p.m. Welcome

6:10 p.m. - 8:30 p.m. **Plenary Session:**

Staff Representatives' Panel Discussion: It is not speed dating but speed issues. Staff Representatives will highlight bargaining issues, in the context of difficult economic times.

Attorney Mark Cousens Presentation: Jokes of course. Also, information and strategies on avoiding impasse, appropriate use of technology at work, privatization and the Family & Medical Leave Act.

Saturday, September 26, 2009

8:00 a.m. Registration and Continental Breakfast

8:50 a.m. Review of the Day

9:00 a.m. **Lansing's Impact on Bargaining**

Separate sessions planned for PreK-12/ISDs, and Higher Education.

9:50 a.m. **Break**

10:00 a.m. **Five All Day Workshops**

Basic Bargaining

Provides the practical skills for negotiations at the table and for developing strategies to enhance bargaining power.

Costing - Out the Contract (calculators, paper and pencils provided)

Often times at the bargaining table management says we can discuss where you want the money allocated but this is the amount of money we are talking about. While we strategized to force management to increase that number it is essential that we know what everything in the contract actually costs.

This workshop shows participants how to: Calculate total cost of wages, evaluate roll-up costs, and calculate the cents-per hour of proposals.

Interest-Based Bargaining

Discusses what is meant by Interest Based Bargaining, what needs to be in place for it to work, and how it works. You will learn the techniques used when union and management focus on constructive negotiations and problem solving. Participants will have the opportunity to do an Interest Based Bargaining Simulation.

Contract Campaigns

To achieve a fair contract a local must be skilled at the table and have power. This workshop provides strategies to enhance local union power before and during negotiations.

Contract Enforcement

Once the contract is negotiated it must be enforced. Participants will develop and enhance skills to better enforce their contract. Investigation techniques, preparing an effective grievance presentation, and engaging the membership in support of contract updates will be covered.

12 Noon Lunch

1:15 p.m. **Continuation of Workshops**

2:30 p.m. Break

2:45 p.m. **Continuation of Workshops**

4:00 p.m. Adjournment