

COLLECTIVE BARGAINING NEGOTIATIONS TRAINING



The California Collegiate Brain Trust

COLLABORATING FOR EXCELLENCE IN HIGHER EDUCATION

LIEBERT CASSIDY WHITMORE
EMPLOYMENT LAW | LABOR RELATIONS | EDUCATION LAW | MANAGEMENT TRAINING

**Thursday
June 24, 2010
9 am–4 pm**

American River College
4700 College Oak Drive,
Sacramento, CA 95841

Topics Include:

Negotiations Terminology
Types of Bargaining
Union Organization
Scope of Bargaining
District's Bargaining Team
Union's Bargaining Team
Union's Chief Negotiator
External and Internal Data and Factors
Background on Bargaining Unit
Preparation Materials
The Initial Proposals
Good Faith Bargaining–
Bad Faith Bargaining
Unfair Labor Practices
Negotiations Scheduling
Ground Rules
Tentative Agreements
Approval of Final Agreement
Bargaining Objectives
Closed Session
Crafting Contract Language
Bargaining Strategies
Cost Cutting Alternatives
Impasse
Mediation
Certification of Impasse
Fact-finding

What you do at the table will impact your District for years

This one-day drive-in training session will take you from beginning to end of the negotiations process. This information is essential while negotiating during these tough budget times. It will include the items listed at the left as well as:

- Strategies and techniques for achieving negotiation objectives (including use of Interest Based Bargaining)
- Managing negotiating impasses
- Legal "do's" and "don'ts" laid down by state law and court decisions

Presenters:



Jean Malone



Mary Dowell

Jean Malone, Ed.D. of the Brain Trust (formerly the Vice President of Human Resources and District Chief Negotiator for the Citrus Community College District) and

Mary Dowell, a partner with Liebert Cassidy Whitmore (and known statewide for her work in community college labor relations)

Attendees: new and experienced managers who are on the District's negotiating team, the CEO, and members of the governing board

Cost: \$450 when registering prior to June 18th; \$500 after June 18th
\$400 each for two people from the same district registering at the same time
\$350 each for three or more from the same district
Lunch, parking, and materials included.

Registration:

Via email: send completed form to ray@collegebraintrust.com and you will be invoiced

Online: visit www.lcwlegal.com

Via surface mail: send completed form, with payment to:

California Collegiate Brain Trust
1415 L Street, Suite 720
Sacramento, CA 95814

Name _____ Title _____

District _____

Mailing Address _____

Phone Number _____

Email Address _____

How many years have you been a member of a negotiation team? _____