

# Ogletree Deakins

## INTERACTIVE COLLECTIVE BARGAINING SEMINAR (INCLUDING MOCK BARGAINING SCENARIO)

presented by  
**OGLETREE DEAKINS'  
PITTSBURGH  
OFFICE**

*You're Invited*

**June 9-10, 2022**

Whether you are a novice or a pro with contract negotiations, you won't want to miss this interactive collective bargaining seminar. If you have contract negotiations in the near future, it's never too early to prepare and brush up on your negotiating skills.



### LOCATION

Rivers Club  
301 Grant Street, Suite 411  
Pittsburgh, PA 15219  
(412) 391-5227



### DATES AND TIMES

Thursday, June 9, 2022  
8:00 a.m. – 6:15 p.m. Program  
6:15 p.m. – 8:00 p.m. Dinner  
(Registration and breakfast begins at 7:30 a.m.)

*\*It is imperative that you arrive by 8:00 a.m. to be assigned to your team.*

Friday, June 10, 2022  
8:30 a.m. – 1:30 p.m. Program  
(Breakfast begins at 8:00 a.m.)



### COST

\$495  
(Program materials and meals are included.)



### REGISTRATION

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Leah Joseph at (412) 394-3391 or [leah.joseph@ogletree.com](mailto:leah.joseph@ogletree.com).

**Space is limited! Please register early.**

We have submitted this program to the HR Certification Institute and SHRM for review. We are also applying for Pennsylvania CLE credit.



# AGENDA

## DAY ONE – JUNE 9, 2022

- 7:30 – 8:00 a.m. **REGISTRATION AND BREAKFAST**
- 8:00 – 8:45 a.m. **WELCOME, INTRODUCTION OF BARGAINING SCENARIO, AND TEAM ASSIGNMENTS**  
Participants will learn the details of the hypothetical scenario upon which the seminar and mock bargaining are based and find out whether you will be bargaining on behalf of the employer or the union.  
*Presenters:* Thomas A. Smock and Ruthie L. Goodboe
- 8:45 – 9:30 a.m. **NLRA 101**  
The foundation of all bargaining is the National Labor Relations Act (NLRA). This session will provide an overview of the NLRA so you understand the underpinnings of employers' collective bargaining obligations.  
*Presenter:* Cory E. Ridenour
- 9:30 – 10:30 a.m. **NEGOTIATION PREPARATION**  
This session will prepare team members for negotiations by reviewing topics such as issue identification, research, team building/training, staging, and goal setting, as well as discussing how to prepare for all contingencies.  
*Presenter:* Ruthie L. Goodboe
- 10:30 – 10:45 a.m. **BREAK**
- 10:45 – 11:30 a.m. **TEAM MEETINGS**  
Participants will identify roles for each bargaining team member and identify and prioritize issues using facts provided in the bargaining scenario.
- 11:30 a.m. – Noon **COSTING A CONTRACT**  
Our facilitator will walk participants through the steps to cost economic contract parameters and proposals to better understand the impact of each side's proposal.  
*Presenter:* Elliot N. Dinkin, *President and CEO*, Cowden Associates, Inc.
- Noon – 1:00 p.m. **BUFFET LUNCH**  
Enjoy lunch with an Ogletree Deakins labor lawyer and network with other labor professionals.
- 1:00 – 1:45 p.m. **TEAM MEETINGS**  
With the help of our facilitator, participants will put their newly learned skills to work and start the process of costing out the economic impact of proposals.
- 1:45 – 2:30 p.m. **BARGAINING STRATEGIES**  
This session will help participants become familiar with different negotiation strategies and tactics in order to identify those best suited to meet individual bargaining goals.  
*Presenter:* Thomas A. Smock
- 2:30 – 3:00 p.m. **BARGAINING FROM THE UNION'S PERSPECTIVE**  
An experienced union negotiator will discuss contract negotiations from the union's perspective and offer thoughts on good faith bargaining, information requests, and avoiding unfair labor practice charges.  
*Presenter:* Mike Healey, *Attorney*, Healey Block, LLC

# AGENDA

## DAY ONE – JUNE 9, 2022

- 3:00 – 3:45 p.m. **BARGAINING STRATEGIES**  
Watch Ogletree Deakins attorneys act out scenarios and test what you've learned so far through critique and discussion of our bargaining scenarios.  
*Presenters:* Thomas A. Smock and Ruthie L. Goodboe
- 3:45 – 4:00 p.m. **BREAK**
- 4:00 – 4:45 p.m. **DEVELOPING A STRIKE PLAN**  
What should employers do to prepare for a potential strike in terms of security, replacement workers, and general administration? This session will look at strike preparation from legal, practical, and experiential perspectives.  
*Presenters:* Michael D. Glass and Joe Schoellart, *CEO*, AFIMAC Global
- 4:45 – 5:15 p.m. **THE ROLE OF MEDIATORS IN BARGAINING**  
A Federal Mediation and Conciliation Service (FMCS) mediator will discuss the services offered by FMCS as well as provide recommendations for getting the most out of a mediator.  
*Presenter:* Fulton Miklos, *Commissioner*, FMCS
- 5:15 – 6:15 p.m. **TEAM MEETINGS**  
Now it's time to get to work. Teams will meet to develop their strategies, prioritize goals, craft opening statements, and draft initial proposals.
- 6:15 – 8:00 p.m. **GROUP DINNER**  
Take a breath and enjoy a little down time. Teams can use this time to meet, scope out the opposing team, or just relax and get mentally ready for bargaining.

## DAY TWO – JUNE 10, 2022

- 8:00 – 8:30 a.m. **UNION/COMPANY BREAKFAST**
- 8:30 a.m. – 12:30 p.m. **NEGOTIATIONS**  
Seminar participants will engage in mock negotiations between union teams and management teams. The teams will respond to media inquiries, work stoppages, "last, best, and final" offers, and disruption events.
- 12:30 – 1:30 p.m. **DEBRIEFING AND CLOSING REMARKS**  
This is your chance to reflect on your bargaining experiences. Was your team successful? Did you meet your bargaining goals? What would you have done differently? You will be able to analyze and learn from the group's collective experiences so that you have the legal knowledge and practical skills necessary to do your own bargaining.