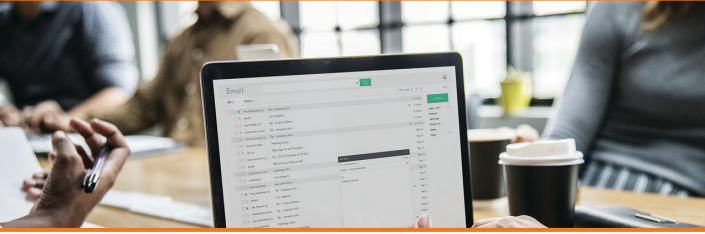




Ogletree Deakins



COLLECTIVE BARGAINING

The Pittsburgh office of
OGLETREE DEAKINS

presents
COLLECTIVE BARGAINING STRATEGIES

You're Invited

June 18–20, 2019

An informative and educational seminar addressing the latest collective bargaining topics impacting employers, including an interactive bargaining experience with veteran management and union-side negotiators

LOCATION

Hyatt Regency Pittsburgh International Airport
1111 Airport Boulevard
Pittsburgh, PA 15231
(724) 899-1234

DATES

Tuesday–Thursday, June 18–20, 2019

TIMES

5:00 p.m. – 8:30 p.m. (June 18)
7:30 a.m. – 8:00 p.m. (June 19)
8:00 a.m. – 3:00 p.m. (June 20)

COST

\$495 per person for clients
\$595 per person for all others
(All meals and cocktail receptions, as well as program materials, are included.)

HOTEL RESERVATIONS

Hotel reservations can be made by calling the Hyatt Regency Pittsburgh International Airport directly at (724) 899-1234 and requesting the Ogletree Deakins seminar rate of \$139 per night. The hotel block is limited, so please make your reservations as soon as possible. The special room rate is guaranteed until May 28, 2019, or until the room block is sold out (whichever occurs first).

REGISTRATION

Register online at www.ogletree.com or contact William Ebbert at (412) 394-3333 or william.ebbert@ogletree.com.

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for Pennsylvania CLE credit. CLE credit for other states may be available upon request.

AGENDA

TUESDAY, JUNE 18, 2019

- 5:00 – 5:30 p.m. **REGISTRATION**
- 5:30 – 6:00 p.m. **WELCOME AND INTRODUCTION OF BARGAINING SCENARIO**
Participants will learn the details of the hypothetical scenario upon which the seminar and mock bargaining are based.
- 6:00 – 6:30 p.m. **TEAM ASSIGNMENTS**
Find out whether you will be bargaining on behalf of the employer or the union, and get to know your teammates.
- 7:00 – 8:30 p.m. **DINNER**
Join us for a strolling dinner on the patio of the beautiful Hyeholde Restaurant. Transportation will be provided.

WEDNESDAY, JUNE 19, 2019

- 7:30 – 8:30 a.m. **BREAKFAST AND REGISTRATION**
- 8:30 – 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 Act so you understand the underpinnings of employers' collective bargaining obligations.
- 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.
- 10:30 – 11:15 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.
- 11:15 – 11:30 a.m. **BREAK**
- 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.
- Noon – 12:45 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.
- 12:45 – 1:45 p.m. **LUNCH WITH THE LABOR LAWYERS**
Enjoy lunch with an Ogletree Deakins labor lawyer and network with other labor professionals.
- 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.

COLLECTIVE BARGAINING STRATEGIES

- 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.
- 3:00 – 3:45 p.m. **BARGAINING SCENARIOS**
Watch Ogletree Deakins presenters act out scenarios and test what you've learned so far through critique and discussion of our bargaining scenarios.
- 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 panel discussion will look at strike preparation from legal, practical, and experiential perspectives.
- 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 recommendations for getting the most out of a mediator.
- 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. **RECEPTION AND 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.

THURSDAY, JUNE 20, 2019

- 8:00 – 8:30 a.m. **UNION/COMPANY BREAKFASTS**
- 8:30 a.m. – 2:00 p.m. **NEGOTIATIONS**
Seminar participants will engage in mock negotiations between union teams and management teams. They will respond to media inquiries; work stoppages; "last, best, and final" offers; and disruption events.
- 2:00 – 3:00 p.m. **DEBRIEF AND CLOSING**
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.