

Pepple & Waggoner

ATTORNEYS AT LAW

PRESENTATION AND INSERVICE MENU

Negotiations Potential Topics

1. Negotiations Primer for Successful Schools
 - a. Overview of Effective School Negotiations
 - b. Basics of Bargaining Procedure
 - c. Conflict of Interest Considerations
 - d. Suggestions for Effective Negotiations Strategies
2. Teeing It Up: How to Prepare for Bargaining
 - a. Facing the Financial Forecast
 - b. Keying in on Impactful Changes
 - c. Picking and Preparing Your Team
3. Bargaining Topics and Trends for 2016
 - a. Wage and Insurance Trends
 - b. Proposals that Improve District Operations
 - c. Union Proposals to Avoid
4. Getting to Yes: Techniques for Sealing the Deal
 - a. Timely Packaging of Counterproposals
 - b. When to Propose Last Best Offer – If Ever
 - c. Supposals and Other Tricks of the Trade
5. Play it Again Sam: Tried and True Union Tactics
 - a. Recognizing Union Tactics
 - b. Just because It's Loud Does Not Mean It's Original
 - c. Taking the Power Out of Tactics
6. Media Relations During Negotiations
 - a. Press Releases
 - b. Proactive v. Reactive Media Approach

- c. Contract Language that Impacts Media Strategy
 - d. Impact of SERB Decisions on Media Strategy
7. Common Mistakes Made by Inexperienced Negotiators
8. Ultimate Impasse and Unilateral Implementation of the Last Best Offer
- a. Defining Ultimate Impasse
 - b. Defining Last Best Offer
 - c. Recent SERB Decisions on Unilateral Implementation
 - d. Considerations Before Unilateral Implementation
9. How Unions Use Grievances and Unfair Labor Practice Charges to Extract Language Concessions
- a. Analyzing Union Grievances for Arbitrability
 - b. Is that Memorandum of Understanding from 1996 Grievable?
 - c. Knowing When to Deny a Grievance and When to Settle
 - d. The Threatened ULP as a Bluff
10. Fundamentals of “Crisis” Communications and Media Relations During Difficult Negotiations
- a. The Basics of Effective Communication
 - b. What You Say is as Important as What You Don’t Say
 - c. Proactive v. Reactive Media Approach
11. Current Trends in Teacher Union Tactics
- a. “Crisis” Committees and Other Union Tactics
 - b. Burdensome Public Records Requests
 - c. Filing Frivolous Grievances and ULPs
12. Effective Negotiations: The Cornerstone of Successful Schools
- a. Strategies for Effective Negotiations
 - b. How the Labor Contract Can Waste Money
 - c. Tips for Preparing for Negotiations
13. How to Properly Prepare for Negotiations
- a. Choosing the Ideal Negotiations Format
 - b. Identifying Negotiations Issues
 - c. Involvement of the Board/Administration in the Preparation Process

14. Communications/Media Relations
 - a. The Basics of Effective Communication
 - b. What You Say is as Important as What You Don't Say
 - c. Proactive v. Reactive Media Approach

15. Closing Time! Techniques for Successfully Settling Collective Bargaining Agreements
 - a. Timely Packaging of Counterproposals
 - b. Effective Sidebar Techniques
 - c. When to Propose the Board's Last Best Offer . . . if Ever

16. Union Tactics A-Z and Board Responses
 - a. "Crisis" Committees and Other Union Tactics
 - b. Burdensome Public Records Requests
 - c. Filing Frivolous Grievances and ULPs