



FMCS Presents: The Foundations of Collective Bargaining

Presented by Joshua Flax, Commissioner, Federal Mediation and Conciliation Service, Boston and Gary Hattal, Commissioner, Federal Mediation and Conciliation Service, Seattle

Day 1 – June 2, 2014

1:00 – 3:00pm *Building the Foundation for Sustainable Relationships*

Any relationship can only be successful over time if it is based on trust and respect. The labor-management relationship is no different. The conflict that is often inherent in collective bargaining can sometimes make it difficult to maintain a positive relationship. How can we develop a relationship that can survive such challenges?

3:30 – 5:30pm *Communication*

Meaningful communication is the foundation of any effective relationship, and a key to any problem solving process. We will focus on the importance of listening, perception and feedback and their role in collective bargaining.

Day 2 – June 3, 2014

9:00 – 10:00am *Contract Administration – “What does that mean?”*

Day-to-day administration of the contract is an important way for the parties to uncover problems that must be addressed during negotiations. It is also where most communication between the parties takes place. We will explore how the way the contract is administered sets the stage for bargaining.

10:00 - 11:00am *Collective Bargaining Process and Structure*

Bargaining Committee Structure--What are the roles of the various members of the Committees? We will talk about the importance of the Committee members in moving the process along and the issues that must be addressed when setting the stage for bargaining.

11:00 – 12:00pm *Introduction to Negotiation Skills*

Proposals, counters, caucuses, sidebars, etc. – what do these terms mean? A discussion of the basic skills necessary to be an effective bargaining team member.

12:00 – 2:00pm *Joint Lunch – Lecture*

2:00 – 6:00pm *Negotiation Skills Learning and Simulation*

Day 3 – June 4, 2014

8:00 – 10:00am *Problem Solving Simulation: Group Work*

10:30 – 12:30pm *Elements of a Durable Agreement*

We have an agreement, now what? How to build on the relationship developed during negotiations and use the contract as a basis for problem solving during the term of the contract.