FMCS Presents: The Foundations of Collective Bargaining

Presented by Joshua Flax, Commissioner, Federal Mediation and Conciliation Service, Boston and Christy Yoshitomi, Commissioner, Federal Mediation and Conciliation Service, Baltimore, MD

Day 1 – Tuesday, June 7, 2016 from 1:00pm – 5:30pm

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?

Communication in a Collective Bargaining Relationship

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 – Wednesday, June 8, 2016 from 9:00am – 6:00pm

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.

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.

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.

Lunch Break

Negotiation Skills Learning and Simulated Exercises

Day 3 – Thursday, June 9, 2016 from 8:00am – 12:30pm

Problem Solving Simulation: Group Work

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.

Conclusion