

# NPELRA Educate

Labor Relations Academy III: The Negotiation Process  
Chelan, WA ▪ Wednesday, September 21, 2016

## Agenda

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|---------------------|---|
| 7:30 AM - 8:00 AM   | <b>Registration and Continental Breakfast</b>   |
| 8:00 AM - 8:15 AM   | <b><u>Welcome to Academy III – Review Process for Certification as a Labor Relations Professional (CLRP®)</u></b><br>Sean M. Robinson, Executive Director, NPELRA             |
| 8:15 AM - 9:00 AM   | <b><u>Obtaining Parameters: Preparing For Bargaining</u></b><br>Rod Younker, Partner, Summit Law Group <ul style="list-style-type: none"><li>• Exercise Part One</li></ul>    |
| 9:00 AM - 9:45 AM   | <b><u>Structuring and Costing a Multi-year Settlement</u></b><br>Rod Younker, Partner, Summit Law Group <ul style="list-style-type: none"><li>• Exercise Part Two</li></ul>   |
| Break               |   |
| 10:00 AM - 10:30 AM | <b><u>The Timing and Order of Settlements</u></b><br>Rod Younker, Partner, Summit Law Group <ul style="list-style-type: none"><li>• Exercise Part Three</li></ul>             |
| 10:30 AM - 11:15 AM | <b><u>Making the Final Offer</u></b><br>Sofia Mabee, Attorney, Summit Law Group <ul style="list-style-type: none"><li>• Exercise Part Four</li></ul>                          |
| 11:15 AM - 11:45 AM | <b><u>How To Use A Mediator</u></b><br>Sofia Mabee, Attorney, Summit Law Group  |
| 11:45 AM - 12:00 PM | <b><u>Negotiations Simulation</u></b><br>Sean M. Robinson, Executive Director, NPELRA <ul style="list-style-type: none"><li>• Preparation for Negotiations Exercise</li></ul> |
| 12:00 PM - 12:45 PM | <b>Lunch (box lunch with negotiating team)</b> <ul style="list-style-type: none"><li>• Planning Negotiations Strategy</li></ul>   |

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12:45 PM - 3:00 PM

### Negotiations Simulation (continued)

Sean M. Robinson, Executive Director, NPELRA  
Todd A. Lyon, Partner, Fisher Phillips

- Negotiations – 1 hour 45 minutes
- Large group debriefing – 30 minutes

Break

3:15 PM - 4:00 PM

### Perspectives of the Negotiations Process

Sean M. Robinson, Executive Director, NPELRA  
Todd A. Lyon, Partner, Fisher Phillips  
Brent Long, Senior Labor Relations Analyst, Pierce County  
Rod Younker, Partner, Summit Law Group

- What do your principals need to know about the union team?
- How do you match their expectation with the reality of the bargaining process?
- What are the qualities of a successful negotiator for management and for the union?
- What are your experiences in dealing with the media? What tactics have you seen the union use? How do you get management's point of view across to the media? What are the risks in using the media?
- Fill in the blank: "I really hate it when the union's negotiation team....." Discuss what actions by the management team you think annoys the union team.
- What are the strategies for dealing with a pending impasse situation? In your experience, does the union use different strategies?
- What is the future of public sector collective bargaining?

4:00 PM

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