Past Events

Restoring the Balance: Bargaining to Win for Unionized Employers

Past Details
October 26, 2017
8:00 AM - 4:00 PM CST
Summit Executive Center
205 N. Michigan Avenue
10th Floor
Chicago, IL 60601
Registration Fee: $299.00

Speaker
Evan M. Rosen
Principal
Atlanta 404-525-8200
Email

Credits
CLEpending
HRCIpending
SHRMpending

8:00 a.m. – 8:30 a.m. Registration and Breakfast
8:30 a.m. – 4:00 p.m. Program, Lunch Included

Does your labor contract provide sufficient operational flexibility and manageable costs to ensure your company is competitive now and in the future? Many labor contracts have not evolved with changing times, technology or circumstance, making it challenging for employers to run efficiently and profitably in today's world. High costs, limited operational flexibility, significant benefit obligations and frequent grievances are common problems unionized employers face. Others fail to take advantage of rights they fought hard to earn or maintain. Your organization's labor contract does not have to be a handcuff. It is time to think strategically and practically about how to win in contract negotiations.

Join Jackson Lewis labor attorneys for a full-day seminar to learn how to restore the balance and bargain to win. We will focus on innovative strategies designed to reduce costs, improve operations and flexibility, and swing the pendulum back in your favor. This program is designed specifically for senior management, in-house counsel, and senior level human resources and labor relations professionals.

Topics Discussed
1. Preparing For Negotiations
   - Identifying your team, strategy, objectives
   - Drafting proposals
   - Establishing leverage
   - Anticipating union priorities
   - Eliminating legal leverage points

2. “Corrective” Bargaining
   - Management Rights
   - Subcontracting
   - Work Rules
   - Attendance
3. Economics & Costing Proposals

- Wages based on performance
- Vacation/PTO
- Hidden costs
- Costing proposals
- Snapback provisions

4. Offensive Strategies

- Requests for information
- Seizing the initiative
- Utilizing your leverage
- Impasse as a weapon

5. Health Insurance, Retirement & Withdrawal Liability

- The Affordable Care Act
- Caps on increases & shared contributions
- Calculating liability
- Comparison of benefits
- Exiting defined benefits plans

6. Public Relations & Communications

- Corporate campaign considerations
- Pursuing your agenda through communications with employees
- Keeping momentum through communications with other stakeholders, such as the Board of Directors, shareholders, customers, vendors, media and politicians

7. Strikes and Work Stoppages

- Analyzing the threat
- Creating a plan
- Temporary and permanent replacements
- Lockouts

8. Contract Administration

- Management training
- Avoiding harmful past practices
- Setting positive past practices
- Time limits
- Avoiding grievances
- Favorable arbitration provisions
- Weingarten Rights

*Jackson Lewis reserves the right to refuse participation in the program to anyone other than a bona fide management representative.

Contact Us for More Information
Please contact Ramlah Bari at Email or 703-483-8377.