

# Negotiations



## 3 Steps to Success at the Bargaining Table

It's a negotiations year, and your district could be faced with contentious issues and a tough round of bargaining. Whether your district is self-represented or utilizes the services of a professional negotiator, NJSBA's negotiations conferences will help your board be knowledgeable and effective.

Seasoned veterans and novices alike will leave with enhanced knowledge of negotiations strategy, tactics, and techniques to face any challenge. Don't miss this opportunity to gain the skills and confidence your board needs to reach a favorable contract settlement.

To Register: Call NJSBA's Labor Relations Department at 609-278-5224, fax: 609-695-0413; or complete the coupon below.

### 1 Preparing for Bargaining

**September 24** • 9:00 a.m. - 4:15 p.m.

The National Conference Center at the Ramada Inn, East Windsor

This program will give you an understanding of the preparation activities critical to effective bargaining, as well as an overview of the legal framework for negotiations and a demonstration of the negotiations process. Topics include:

- The Board's Obligations and Rights Under the Law
- The Roles of the Bargaining Team and the Board
- Costing Out the Current Agreement
- Developing Board Proposals

Academy Credits: 2 • Core Area for CBM: Labor Relations

### 2 Intermediate Bargaining

**October 8** • 9:00 a.m. - 4:15 p.m.

The National Conference Center at the Ramada Inn, East Windsor

This program focuses on what actually happens at the bargaining table; how to begin, what to expect and how to respond. Topics include:

- The Mechanics of Bargaining (ground rules, timing, procedures)
- Analyzing Union Demands
- Using Comparative Data
- At-the-Table Techniques
- Impasse Procedures

Academy Credits: 2 • Core Area for CBM: Labor Relations • Core Areas for MBM: Labor Relations, School Law

### 3

### Advanced Bargaining

**November 19-20** • Saturday, 8:30 a.m.—Sunday noon

The Sheraton Parsippany, Parsippany

Complete your training by attending this weekend workshop which gives you a unique hands-on opportunity to prepare your issues and bargaining strategies and to engage in face-to-face bargaining. The weekend includes:

- **An All-Day Bargaining Simulation** Where, as a member of a bargaining team in a mock school district, you apply and practice your bargaining skills in a risk-free environment.
- **An Evaluation of Your Bargaining Effectiveness** Where the professional negotiator assigned to your bargaining team evaluates your progress and provides constructive advice that will be invaluable in your real district's negotiations.

Academy Credits: 5 • Core Areas for CBM: Labor Relations, Relationships • Core Areas for MBM: Group Dynamics, Labor Relations

Please register me for the following **Bargaining Conferences**:

- Preparing for Bargaining** September 24, 2005 @ \$95 each (\$190 each for non-members)
- Intermediate Bargaining** October 8, 2005 @ \$95 each (\$190 each for non-members)
- Advanced Bargaining** November 19-20, 2005
  - Single occupancy @ \$395 each
  - Double occupancy @ \$355 each
  - Commuter @ \$315 eachFees include hotel accommodations, all meals, refreshments, and materials.
- Payment enclosed
- Bill Board (Voucher enclosed)

**Cancellation Policy:** A fee will be charged for cancellations made within 10 working days of the program. \$25 fee for Preparing or Intermediate Bargaining; \$50 for Advanced Bargaining. Cancellations made within 72 hours and no-shows will be charged the full fee. For possible program cancellations due to inclement weather, call 609-392-2000.

NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_  
DISTRICT: \_\_\_\_\_ COUNTY: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_  
PHONE: (h) \_\_\_\_\_ (b) \_\_\_\_\_  
FAX: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

**Return to:** New Jersey School Boards Association, Labor Relations Department  
413 W. State Street, P.O. Box 909, Trenton, New Jersey 08605-0909 or FAX: 609-695-0413

\*If you wish to be billed and a voucher is required for your records, please send it with your registration to avoid duplication. Travel directions will be provided when your registration is confirmed.