



**INTRODUCTION TO COLLECTIVE BARGAINING  
OVERVIEW OF CHAPTER 447, F.S.**

**THE PUBLIC EMPLOYEES RELATIONS ACT**

**ORLANDO, FLORIDA**



**INTRODUCTION TO COLLECTIVE BARGAINING/  
OVERVIEW OF 447, THE PUBLIC EMPLOYEES RELATIONS ACT**

**AGENDA**

7:30 a.m. **PRE-CONFERENCE SEMINAR REGISTRATION AND CONTINENTAL BREAKFAST**

8:30 a.m. **INTRODUCTION AND WELCOME**

8:45 a.m. **OVERVIEW OF 447-WHAT YOU NEED TO KNOW TO BE READY FOR BARGAINING:**

- 1.) Constitutional Right to Organize
- 2.) Creation of PERC...(not a coffee)
  - a. PERC's Role
- 3.) Representation Process
  - a. Petitions
  - b. Sufficiency
  - c. Determination of Bargaining Units
  - d. Laboratory Condition Obligations
- 4.) Representation Elections
  - a. Employee Free Choice
  - b. Majority Status
  - c. How to Conduct Elections and Timing of Same
- 5.) Certification and the Obligation to Bargain
  - a. Status Quo Obligations
- 6.) Unfair Labor Practices
  - a. Types and Consequences
  - b. Defenses

10:15 a.m. **BREAK**

10:30 a.m. **HOW TO PREPARE FOR BARGAINING:**

- 1.) How to Bargain From Scratch
- 2.) Building On Present Language
- 3.) Data Collection – Time Lines
- 4.) Development of Management's Positions and Contract Language
- 5.) Understand the Politics of Bargaining

12:00 p.m. **LUNCH (PROVIDED BY FPELRA )**

12:45 p.m. **MANAGEMENT'S BARGAINING POSITIONS AND ISSUES**

- 1.) How To Deal With Unions
  - a. Why Did They Unionize-Security-Mgt. Not Listening-Inconsistency?
- 2.) What is Union's Purpose-Share Power-Tactics-Majority Voice-Protection?
- 3.) Attempt To Identify Unions Goals
- 4.) Recognize Managements Rights and Negotiate Waivers ( if possible)
- 5.) Negotiate Mandatory Subjects and Attempt to Maintain Control
- 6.) Good Faith Bargaining- Required
  - a. Hard Bargaining- Handling Threats/Intimidation
  - b. Impact Bargaining
  - c. End Runs
  - d. Avoid Unfair Labor Practices (Examples)

2:00 p.m. **BREAK**

**Over Please >>>>**

2:15 p.m. **EXECUTIVE SESSIONS:**

- 1.) The Good, The Bad And The Ugly

2:50 p.m. **IMPASSE PROCEDURE:**

- 1.) When All Else Fails
- 2.) Know Your Politics Before You Go or Not
- 3.) Should the Employer Declare or Should the Union
- 4.) Understanding the “Insulated Period”

3:45 p.m. **BENEFITS OF BUILDING PRODUCTIVE LABOR/MANAGEMENT RELATIONS**

- 1.) Discussion and Questions and Answers

4:00 p.m. **PRE-CONFERENCE TRAINING SEMINAR ENDS**

4:30 p.m. **ANNUAL TRAINING CONFERENCE REGISTRATION OPENS**

4:30 p.m. to 6:00 p.m. **FPELRA HOSTED RECEPTION**