



# 2020 TRAINING FOR NEGOTIATIONS TEAMS

The PSEA Midwestern Region Collective Bargaining Committee is proud to offer these trainings for locals bargaining in 2020, 2021, and 2022 and any locals with unsettled contracts from previous bargaining years. We strongly encourage you and your bargaining teams to participate in these very worthwhile training sessions.

## Negotiations Team Training (Virtual)

Parts 1 and 2 will each be offered twice. You may attend either session.

Basics/Part 1	October 13 or October 19	4:30 PM – 6:00 PM
Basics/Part 2	October 14 or October 20	4:30 PM – 6:00 PM
Bargaining Simulation	November 17	4:30 PM – 6:00 PM

In these trainings, we will explore the bargaining process from start to finish including investigating applicable laws, procedures, and obligations. Some of the topics we will cover include: Acts 195 and 88; developing a bargaining committee, team, survey, and proposal; impasse procedures; and ratification.

## Compensation Awareness Program (CAP) Training (Virtual)

November 10 4:30 PM – 6:00 PM

Module 1: Theory and Structure of Salary Schedules - We will investigate the history and structure of salary schedules in PA and examine the underlying labor/economic theory behind our typical salary schedules in PSEA locals.

Module 2: Matrix, Movement, and Cost - This lesson details how the total labor costs for our bargaining units are calculated, explains step movement and their association with raises, and details how important the matrix is to successful bargaining.

**Reservations are due three (3) days prior to training date.**

**Please register with Deb Oyler at [doyler@psea.org](mailto:doyler@psea.org) or 1-724-924-1000.**

When registering, please provide the local association name along with the names and email addresses of team members who will be attending each training. An invitation to the Zoom session will be emailed to each registrant prior to the training.