

2019 COLLECTIVE BARGAINING/LOCAL PRESIDENTS' CONFERENCE AGENDA AT A GLANCE
Justice for All

DAY ONE: FRIDAY, OCTOBER 18

4:00 - 9:00 PM	REGISTRATION			
7:00 - 8:30 PM	UNISERV INFORMATION SESSION - open to individuals considering a career as a UniServ			
9:00 - 9:45 PM	WELCOME & OPENING REMARKS	Steve Wilson	Jimbo Lamb (SR President)	Rich Askey (PSEA President)
	Legal & Legislative Update:	PSEA Legal & Government Relations Staff		Dan Wiedemer
9:45 - Midnight	SOCIAL WITH DJ			

DAY TWO: SATURDAY, OCTOBER 19

7:00 - 11:00 AM	REGISTRATION CONTINUES			
7:30 - 8:30 AM	BREAKFAST			
8:30 - 8:50 AM	OPENING REMARKS:	Melissa Statman (CBC Chairperson)	Aaron Chapin (PSEA Vice-President)	Jeff Ney (PSEA Treasurer)
8:55 - 9:15 AM	Region Meetings			

9:30 - 10:45 AM	Social Justice & School Funding	I am an ESP and Deserve rESpect	The High Cost of Low Pay
	Eric Elliott	Nate Greenawalt	Mark Price
	School funding influences are impacted by a variety of social justice issues. The distribution of local tax payments across households in a district, and across districts, touch on issues related to income and race. So, too, do choices made about the distribution of state aid across school districts. Attendees will receive an overview of some of the more salient social justice issues related to school funding and possible state actions.	This session will focus on ways in which ESP feel disrespected in the workplace and steps that can be taken to try and gain the respect all ESP deserve. We will focus on identifying issues and problems and how to develop a plan and organizing tools to successfully gain respect.	School districts in Pennsylvania are often among the largest local employers. Many pay education support professionals less than a living wage. These low wages impose high costs on families and communities and have generated large differences in pay across different parts of the commonwealth for ESP and new teachers.

10:45 - 11:00 **Break**

11:00 - 12 Noon	Understanding FMLA and Unemployment Insurance	The Benefits of Membership	The Benefits of Coordinated Bargaining	Effectively Communicating to Membership
	Virginia Cowley	Stephanie Cramer	Julie Smith & Meaghan Chirillo	Lucy Harlow & Lauri Lebo
	The Family Medical Leave Act and Unemployment Compensation are two programs created by statute that set a floor for certain rights. In this session we'll talk about those rights and how to bargain for the ceiling.	In a Post-Janus world, how do we prevent member drops as well as assure we sign-up all potential new members? Let's help our members, current and future, understand who we are, what we do for them and that PSEA is only <i>STRONG</i> because <i>MEMBERS</i> like them <i>BELONG</i> .	Learn how building trust, communicating, and sharing data with neighboring Districts can strengthen your bargaining and lead to a better collective bargaining agreement for YOUR local.	Almost every survey we've seen in both the State and across the Country show that the number one issue stated by our members is a lack of communication with Association leadership and a feeling they don't know what their leaders are doing for them. Attend this session and learn a few tricks of keeping your membership in the know.

	Retirement Issues and Bargaining	Bargaining Post-Janus Language	Building a Strong Financial Foundation	Health Care for Beginners
	Molly Mirabito	Amy Wolfgang	Jeff Grinaway	Corry Schachern
	Negotiating retirement benefits has always had its challenges, but new legislative changes have added significantly to the complexity of that task. In this session we will talk about this new negotiating reality, anticipated problems and, hopefully, some creative solutions that will help you in your next round of bargaining.	In the wake of the <i>Janus</i> decision, locals must find new ways to recruit and retain members. A creative way to accomplish this by bargaining contract language that will build union solidarity activities into your CBA. Participants will leave this session with practical ideas and language samples to use while bargaining.	Presidents must be ready to take on the responsibilities and challenges of leadership at every level of the association. This session will provide both veteran and novices the leadership skills crucial for managing local treasuries. We will review local policies and financial best practices. In addition, you will have the chance to work with budgets and audits to build a strong financial foundation.	The complexity surrounding your health care insurance can be mind-numbing. This session will focus on breaking down your health care plans into more understandable parts as well as the vocabulary necessary to have helpful conversations with your members and locals.

12:00 - 1:15 PM **LUNCH**

SATURDAY AFTERNOON SMALL GROUP SESSIONS: SEE REVERSE FOR AFTERNOON SESSIONS

5:00 - 6:30 PM **SOCIAL HOUR**

OVER

COLLECTIVE BARGAINING CONFERENCE 2019
Hershey, Pennsylvania
Saturday Afternoon, October 19, 2019

	The High Cost of Low Pay	Salary Schedule Best Practices: A Longitudinal Case Study of one Local's Journey to Fix its Salary Schedule	Beginner's Salary Schedule	Bargaining Your Own Cyber Academy
	Mark Price	Brian Koppenhaver, Adam Weber, Allison Bronson	Val Shuman	Brooke Witt
1:30 - 3:00	School districts in Pennsylvania are often among the largest local employers. Many pay education support professionals less than a living wage. These low wages impose high costs on families and communities and have generated large differences in pay across different parts of the commonwealth for ESP and new teachers.	This presentation will follow one local's commitment in 2009 to PSEA's Five Best Practices of Salary Schedule design. We will share what they had to do to keep that commitment and what they achieved because of it. This is a powerful, real world affirmation for fixing your salary schedule.	This session is designed to help members understand salary schedule terminology and structure, discover ways to improve their salary schedule by using the PSEA Best Practices for Salary Schedules, and learn what not to do in order to avoid causing further harm to their salary schedules.	In the everchanging education environment, more employers are looking to offer online courses. This session will examine best practices for negotiating a cyber school and recommended language to incorporate in an agreement for your own cyber academy.
	EA Bargaining Simulation	How Best to Have EA and ESPA Work Together	Bargaining for the Common Good	Grievance 101
	Michael Lehmier, Russ Dauberman, Vicki Millard, and Jeff Lewis	Nate Greenawalt & Deb Zabielski	Matt Edgell & Craig Apossos	Stephanie Cramer & Amy Wolfgang
1:30 - 3:00	Watch as two teams attempt to bargain several contractual issues. The simulation is designed for the parties to bargain against each other for 30 minutes, then discuss and debrief with the audience for 30 minutes. This process will be repeated twice, allowing the audience and presenters to interact and debrief both during and after the bargaining sessions.	Does your District have both EA and ESP locals? If so, come to this dynamic session where you will learn field-tested tips and tricks for maximizing the power of working together to achieve respect and greatness!	Over the past decade educators have used Bargaining for the Common Good not only to improve the learning conditions of students but also win the hearts and minds of their communities. This presentation will focus on the basic elements of Bargaining for the Common Good and how it creates, as the Chicago Teachers Union framed it, "The Schools Students Deserve." We will then highlight how we can use it as both an internal and external organizing strategy.	This session will focus on identifying a grievance and working through the process of writing and filing one. Designed for new grievance advocates and as a refresher for experienced ones. Please bring your contract in order to fully participate in the discussion.
	Act 5 and Bargaining Retirement Issues	Salary Schedule Best Practices: A Longitudinal Case Study of one Local's Journey to Fix its Salary Schedule	Advanced Salary Schedules	How to Educate and Involve the Community in Bargaining
	Corry Schachern	Brian Koppenhaver, Adam Weber, Allison Bronson	James Henninger-Voss	Lucy Harlow & Lauri Lebo
3:15 - 4:45	The new PSERS classes constitute one of the most complicated public school pension systems in the nation. This session will give you an understanding of the new classes so that you can advise any new members who may be confused, but we will also discuss how the new system may present opportunities through bargaining to strengthen your local in this post-Janus era.	This presentation will follow one local's commitment in 2009 to PSEA's Five Best Practices of Salary Schedule design. We will share what they had to do to keep that commitment and what they achieved because of it. This is a powerful, real world affirmation for fixing your salary schedule.	Some members may believe that salary schedules themselves caused historically low raises over the past decade. We will review some of the actual causes of the hard times, alternatives to salary schedules, and research that leads PSEA to continue to recommend salary schedules and the 5 Best Practices.	An important and often overlooked part of any bargaining strategy is effectively communicating with the community. In this session we will focus on best practices for building positive community relations.
	ESP Bargaining Simulation	Bargaining Safety and Assault Language	Basics of Workers' Compensation	President 101
	Michael Lehmier, Russ Dauberman, Vicki Millard, and Jeff Lewis	Virginia Cowley & Deb Zabielski	Katie Voye	Julie Smith & Meaghan Chirillo
3:15 - 4:45	Watch as two teams attempt to bargain several contractual issues. The simulation is designed for the parties to bargain against each other for 30 minutes, then discuss and debrief with the audience for 30 minutes. This process will be repeated twice, allowing the audience and presenters to interact and debrief both during and after the bargaining sessions.	Student assaults? Mold? Unsafe parking lots? Let us introduce you to some safety issues and language you can use in bargaining which may help with these and other issues.	This session will review the basics of Pennsylvania's Workers' Compensation Act, including the types of injuries that are covered and the procedures for obtaining compensation and/or medical benefits. We will also discuss the interplay between the Workers' Compensation Act and collective bargaining agreements and other laws that impact school employees.	So you're a new Association President? Congratulations! Now what? Join us and learn how to use Local Leader Tools and conduct efficient and effective meetings; as well as other survival tips and handouts to help you lead with success.