

**2018 COLLECTIVE BARGAINING/LOCAL PRESIDENTS' CONFERENCE AGENDA AT A GLANCE**  
Let's Get Engaged!

**DAY ONE: FRIDAY, OCTOBER 19**

<b>4:00 - 9:00 PM</b>	<b>REGISTRATION</b>			
<b>7:00 - 8:30 PM</b>	<b>UNISERV INFORMATION SESSION - open to individuals considering a career as a UniServ</b>			
<b>9:00 - 9:45 PM</b>	<b>WELCOME &amp; OPENING REMARKS</b>	Steve Wilson	Jimbo Lamb	Dolores McCracken
	<b>Legal &amp; Legislative Update:</b>	PSEA Legal & Government Relations Staff		Dan Wiedemer
<b>9:45 - Midnight</b>	<b>SOCIAL WITH DJ</b>			

**DAY TWO: SATURDAY, OCTOBER 20**

<b>7:00 - 11:00 AM</b>	<b>REGISTRATION CONTINUES</b>	
<b>8:00 - 9:00 AM</b>	<b>BREAKFAST</b>	
<b>9:00 - 9:20 AM</b>	<b>OPENING REMARKS:</b>	Melissa Statman

<b>9:30 - 10:45 AM</b>	<b>Follow the Money</b>	<b>I am an ESP – Topics to tap your knowledge and add to your skill set</b>	<b>Membership Matters</b>
	<b>Eric Elliott</b>	<b>Nate Greenawalt</b>	<b>Jess Sabol &amp; James Gilbert</b>
	Learn the basics of how to read your district's budget and annual financial report, and how to answer some basic questions about its financial status. Bring copies of your District's General Fund Budget (PDE 2028) and/or Annual Financial Report (PDE 2057), if you can ( <u>not</u> required).	This session will focus on current issues and topics that are relevant to ESP. Topics will include, but are not limited to member mobilization successes, organizing for power, subcontracting legislation, working with EA members, and PSEA/NEA resources.	Business as usual is no longer good enough. This session is designed to better prepare your local to face the post-Janus reality. We will share best practices on establishing a membership committee, implementing an ongoing recruitment and retention effort, and provide leaders the tools to effectively communicate the true value of union membership.

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

<b>11:00 - 12 Noon</b>	<b>Mapping Members: How to Chart Your Reach and Organize for Action Within Your Local</b>	<b>The Ancillary Benefits In Your CBA</b>	<b>Act 55 Changes and bargaining</b>	<b>Legislative Update &amp; Election Outlook</b>
	<b>Annie Briscoe</b>	<b>Bob Crook &amp; Joe Walsh</b>	<b>Mary Ellen Jones</b>	<b>John Jones &amp; Kelli Thompson</b>
	This session addresses a common challenge among membership organizations – moving from apathy to action. Learn a variety of tools to use, including membership assessment charts and alternatives to the conventional output model. Retaining current members is just as important as recruiting new members, so this session also covers the nuts and bolts of organizing as it relates to strengthening opportunities within our membership.	While salaries and medical cost tend to be the primary focus of most negotiations it is important that we don't forget about the importance of ancillary benefits in the process. Ancillary benefits such as disability, life, vision and dental insurance are also major components of the overall compensation package. This session will help you and your members get the most out of these benefits.	Changes to furlough, how to suspend, and recall professional employees were made in November of 2017, in Act 55. This course will review this as well as what rights were returned/amended in the budget bill in June 2018. Finally, we'll consider how to continue protecting our members with permitted limitations in our collective bargaining agreements.	Update on the key issues and legislation currently in play in Harrisburg, PSEA's legislative strategy, and a discussion of how the 2018 General Election is shaping up and what it means for public education.

	<b>Social Media 2.0: Instagram, Twitter &amp; Content Creation</b>	<b>Settlement Task Forces &amp; Contested Ratifications</b>	<b>Winning at the Local Level - School Board Election Primer</b>	<b>PSEA's Center for Professional Learning: Building Lifelong Relationships</b>
	<b>Beau Faulkner</b>	<b>Stephanie Cramer</b>	<b>Jen Wert</b>	<b>Brad Hull</b>
	Join PSEA's social media expert for a class focused on how best to use social media platforms to promote PSEA and the issues we care about to members in our locals and people in our communities.	Preparation for Preservation: Planning ahead, educating membership and establishing a settlement task force to avoid problems at ratification. A look at how to maintain a strong local throughout the bargaining process.	Schools boards make decisions that impact your salary, contract, healthcare, and much more. But there are many ways that you can help to elect a better school board. Everything a local needs to know about candidate recruitment, the process to get school board candidates recommended, and how you can assist your campaigns to increase the odds of success.	PSEA offers a host of professional learning opportunities for members including book talks, webinars, publications, and online/on-the-ground events. This session will provide CPL's brochure of offerings and answer questions as to how the Education Services Division supports the work of organizing and professional growth.

**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 2018**  
Hershey, Pennsylvania  
Saturday Afternoon, October 20, 2018

1:30 - 3:00	<b>Changes to ESSA and its Impact on Collective Bargaining</b>	<b>Enhancing Your Contract Language to Address Member Issues</b>	<b>EA Bargaining Simulation</b>	<b>Why Salary Schedules?</b>
	<b>Brad Hull &amp; Mary Ellen Jones</b>	<b>Kelley Clouser</b>	<b>Michael Lehmier, Russ Dauberman, Vicki Millard, and Jeff Lewis</b>	<b>James Henninger Voss</b>
	The Every Student Succeeds Act (ESSA) has reauthorized the Elementary and Secondary Education Act (ESEA). This session will refresh our understanding of the Federal and state role in public education and discuss pragmatic implications for the work of collective bargaining.	In this session, we will explore bargaining, issues, and organizing from the perspective of concerns we are hearing in the field, exploring what has worked with other unions, and thinking through where we can evolve to best represent our members' needs, including reviewing your contract to look for areas to enhance contract language. In our post-Janus world, we may need to push back on our own assumptions and challenge ourselves to try innovative ideas.	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.	There may be people in your local who believe that they're designing a new and better compensation (salary schedule) method. They're not alone. PSEA's Research Division actively seeks and monitors new ideas for compensation strategies. This session provides a brief review of the history of salary schedules and a brief review of some of the research that leads PSEA to continue to recommend salary schedules and the 5 Best Practices.
1:30 - 3:00	<b>Strike History</b>	<b>Impasse Resolutions</b>	<b>Post Janus: Re-evaluating Your CBA Language</b>	<b>Act 5 Issues: Pensions &amp; 403b Issues</b>
	<b>Matt Edgel</b>	<b>Molly Mirabito &amp; Mark McDade</b>	<b>Brooke Witt</b>	<b>Lisa DePorzio &amp; Jim Sando</b>
	The 1981 PATCO (Air Traffic Controllers) strike not only changed the course of union history, it also is a cautionary tale of what can go wrong when unions do not prepare properly for a strike. This presentation will examine the history of the PATCO strike, its impact on public sector unions, the lessons it taught us and ways to redeem ourselves in the future.	The "I" word – What is it? Why does it matter? How do we work through it? Can we avoid it altogether? Please join us to learn the answers – and to learn the questions to ask when deciding which strategy works best for your Association.	This session is perfect for locals getting ready to bargain – it provides a structure to revisit and revise contract provisions that will enhance solidarity and association membership after the loss of fair share	Does Act 5 alter your retirement plans? How does it affect your pension and 403(b) account? Join us and learn everything you'll need to know.
3:15 - 4:45	<b>Understanding Salary Schedules and Settlements for Beginners</b>	<b>Meet the Mediator</b>	<b>The Benefits of Being a Member</b>	<b>Negotiating with School Boards</b>
	<b>Brian Koppenhaver</b>	<b>Craig Apossos &amp; Eric Sanoba</b>	<b>Stephanie Cramer</b>	<b>John Holland</b>
	The purpose of this presentation is to help participants who have a very limited understanding of salary schedules to identify (1) why a 3.00% settlement is not the same as an across-the-board 3.00% settlement for everyone, (2) how the step movement of other staff in your district greatly impacts the money available for raises for you, and (3) what actions can be taken to address any problems that might exist in your salary schedule to yield the highest possible raises for everyone in the long run.	You sit in the caucus room and wonder why that mediator won't tell the district to agree to your terms, after all, they're reasonable. Watch this and hear from a state mediator and UniServ Rep exactly what the neutral's job is and how to work with them.	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 STRONG because MEMBERS like them BELONG.	A wide-angle view of negotiations and a hands-on approach on how to negotiate. Having served as a former staff attorney for the Pennsylvania School Board Association, John has extensive experience on how school boards negotiate. John also has a neutral perspective having served as a staff attorney for the Pennsylvania Department of Labor and Industry.
3:15 - 4:45	<b>The Power of Educator Voices: Making Schools Safer in PA</b>	<b>Fact-Finding: Everything You Always Wanted to Know...and More!</b>	<b>ESP Bargaining Simulation</b>	<b>Health Insurance/HSA/HRA</b>
	<b>Beth Zampogna &amp; Erika Brunelle</b>	<b>Matt Gruenloh &amp; Deb Zabielski</b>	<b>Michael Lehmier, Russ Dauberman, Vicki Millard, and Jeff Lewis</b>	<b>Virginia Cowley</b>
	Advocating for safe schools continues to be a top priority for PSEA, Governor Wolf, and our friends in the General Assembly. During this session, you will learn specifics about the comprehensive school safety bill, Act 44 of 2018; the \$60 million in school safety grants for 2019; the role PSEA and our members had in these developments; and our continued efforts to make schools safer.	This invigorating session will take you through the fact finding process from beginning to end. Your journey will include details of the timelines, the preparation for & what to expect at the hearing, and finally, the legal requirements once the fact finder issues his/her report. Fact findings are a lot of work. Join us, and be prepared!	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.	Do you know the difference between HRA's and HSA's? How about the differences between the various HRA's? These differences may mean not only money in your pocket but possibly purchasing health care in retirement. Join us and learn the latest on health care plans and the methods available for assisting in their payment.