

Looking For A Better Bargaining Strategy?

Attend Interest-Based Bargaining (Mutual Gains)
Labor Management Negotiations Workshop
January 31 - February 1, 2012 • Orlando, FL

Many companies and unions today are pursuing new organizational models, which rely on high commitment, high involvement, and a continuously improving workforce culture. Interest-based bargaining (IBB) or mutual gains bargaining (MGB) are a system of interrelated principles, techniques, and structures designed to assist the parties in arriving at high quality solutions to significant issues while building rather than diminishing the relationship.

Interest-based bargaining is a practical, and tested approach. This workshop consists of a mix of conceptual and experiential learning and provides you with an opportunity to try out, in a safe setting, many of the new lessons that you might soon

encounter back in your local area. This course presents and drills you in the basic mechanics of interest-based bargaining, and will also discuss a wide range of supporting structures that are the subject of current industry experimentation.

- Two days of your time well spent with payoffs over a lifetime
- Interactive seminar with practical proven applications — not blue sky, new age or wishful thinking
- Master the essential principles and techniques which you can apply immediately upon return to your local area
- All principles are illustrated by direct participation of conferees

Who Should Attend

The skills learned in this workshop apply to anyone who works with others to address issues. This program is intended for contractors, union and chapter officials at all levels interested in exploring the benefits of interest-based bargaining. Both labor and management representatives from an area should attend. This course is designed to improve contract bargaining, grievance negotiations and labor-management interaction. Parties should determine locally what areas need improvement, and bring appropriate labor and management representatives.

Bargaining Committee Members
Business Manager & Agents
Contractors
Chapter Executives
Trustees
LJAB Members
International Representatives

About the Instructor

Mike Gaffney, former Cornell University School of Industrial and Labor Relations faculty member. Researcher, author and trainer for hundreds of unions and companies throughout the United States and Canada. Collaborated with Bernie Flaherty, in developing IBB nationally and internationally.

Course Objectives and Key Topics

INTRODUCTION

It's new, but not entirely new • Range of application • What IBB/MGB is and is not • Principals, Agents & Constituents

Part One: Nothing So Practical as a Good Theory

- Academic root
- IBB & Camp David Accord
- The dark side of IBB
- Bring constituents to the table
- Negotiate with your constituents
- Power, rights and interests
- Proper and constructive use of power
- Creating and claiming value
- Traditional model of bargaining
- Issue Analysis (a tool)
- Peeling the onion
- Use of brainstorming
- Your problem is my problem (sorta)
- Dealing with difficult bargainers

"It is very hard to adequately design and service a significantly changed labor agreement through a process of swapping and trading among exaggerated positions, and very hard to motivate a workforce to give the organization 100% level of effort if periodically we beat the crap out of each other every few years in a contract negotiation, every few weeks in the handling of a grievance, every few days in the resolution of shop floor gripe."

Mike Gaffney
Former Cornell University
School of Industrial &
Labor Relations Faculty

Part Two: Kicking the Tires

- Self-assessment
- Simulations
- Good/Bad compromise
- Focus on interests not positions
- BATNA/Plan "B"
- Separating people from the problem
- Emotion in bargaining
- Listening
- The caucus dilemma
- Communicating with constituents
- Forgiveness
- IBB when the other party is untrained or unwilling
- Anchoring
- Handling the distributive issues - like wage and benefits

Part Three:

Here's a chance to try out Part One and Part Two lessons on simulated workplace issues.

CLOSING

Ground rules • Use it or lose it • Individual & institutional decision making regarding application of the training

Schedule at a Glance

Tuesday, January 31, 2012

7:30 am	Registration/Breakfast (included)
8:00 am	Workshop begins
Noon	Lunch (included)
4:30 pm	Day 1 concludes

Wednesday, February 1, 2012

7:30 am	Registration/Breakfast (included)
8:00 am	Workshop resumes
Noon	Lunch (included)
4:00 pm	Adjourn

How to Register

Contact the "other side" of the negotiating team to encourage them to participate in the workshop.

Once there is agreement that labor and management representatives from the local area will participate, the Local SMACNA Association and the Local Union should complete the following registration form in its entirety. Only one registration form, supplying the relevant information for both labor and management should be submitted per local area.

Questions?: Contact Joye Blanscett, SMACNA's Director of Labor Services at (703) 803-2997 or send an e-mail to: jblanscett@smacna.org.



Register Now To Attend SMWIA/SMACNA Interest-Based Bargaining Workshop

Jan. 31 & Feb. 1, 2012 ♦ Hilton Orlando Bonnet Creek ♦ 14100 Bonnet Creek Resort Lane
Orlando, FL 32821 ♦ 407-597-3600 ♦ Fax: 407-597-3601



The following Labor and Management Bargaining Committee Members will attend. Please refer to the schedule-at-a-glance for planning purposes.

Labor:	Local Union #	Arrival Date	Departure Date	Room (\$209*)	Special Requests
Name	_____	_____	_____	_____	_____
Name	_____	_____	_____	_____	_____
Name	_____	_____	_____	_____	_____
Name	_____	_____	_____	_____	_____
Address:	_____		City/State/Zip	_____	_____
Phone:	_____		Fax:	_____	

<input type="checkbox"/> Visa <input type="checkbox"/> MasterCard <input type="checkbox"/> AmEx Card #: _____ Expires: _____
Print name as it appears on card: _____ Signature: _____
<i>(If using more than one credit card, please attach additional credit card information)</i>

Management:	Chapter Name: _____
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Name #1: _____ Company: _____ Address: _____ City/State/Zip: _____ Phone: _____ Arrival Date: _____ Departure Date: _____ Room (\$209*) _____ Special Requests _____	Name #2: _____ Company: _____ Address: _____ City/State/Zip: _____ Phone: _____ Arrival Date: _____ Departure Date: _____ Room (\$209*) _____ Special Requests _____
Name #3: _____ Company: _____ Address: _____ City/State/Zip: _____ Phone: _____ Arrival Date: _____ Departure Date: _____ Room (\$209*) _____ Special Requests _____	Name #4: _____ Company: _____ Address: _____ City/State/Zip: _____ Phone: _____ Arrival Date: _____ Departure Date: _____ Room (\$209*) _____ Special Requests _____

<input type="checkbox"/> Visa <input type="checkbox"/> MasterCard <input type="checkbox"/> AmEx Card #: _____ Expires: _____
Print name as it appears on card: _____ Signature: _____

**Does not include applicable sales taxes (6.5%) and hotel occupancy taxes (12.5%). Group rates will apply 3 days prior and 3 days after the meeting subject to availability. Credit card only for room deposits. Cancellation policy is 72 hours prior to arrival.*

→Classes are limited to 50 people. Registrations are based on first-come, first-served. Please respond ASAP! ←

PLEASE FAX THIS FORM BY **December 22, 2011** TO: Interest Based Bargaining Registration
c/o SMACNA Labor Relations Department, ♦ Fax (703) 803-3704
4201 Lafayette Center Drive, Chantilly, VA 20151 ♦ Phone: (703) 803-2980