

negotiation



COLLECTIVE BARGAINING AFTER THE 2023 PUBLIC EMPLOYMENT RELATIONS ACT AMENDMENTS

WHAT DO SCHOOL DISTRICTS NEED TO KNOW?

Collins & Blaha, P.C. will have six labor attorneys in attendance with extensive collective bargaining experience to present the sweeping amendments that were made to the Public Employment Relations Act in 2023. The legislative amendments overturned the 2011 education reforms that made many education subjects prohibited topics of bargaining. These same subjects are now mandatory topics of bargaining that unions will soon demand to bargain. As a result, administrators and employer bargaining representatives need to be keenly aware of these amendments and the bargaining implications that will ultimately require substantial amendments to current collective bargaining agreements.

The experienced labor attorneys from Collins & Blaha, P.C. will present invaluable information regarding the PERA amendments, including but not limited to, the following:

- Understanding what Status Quo means when negotiating subjects that were previously prohibited topics of bargaining.
- What to expect in bargaining from unions when bargaining topics that have been prohibited for 12 years.
- Bargaining Layoff and Recall provisions which do not negatively impact instructional offerings and to limit student migration.
- Bargaining Teacher Placement and Assignment provisions which allow school districts to remain competitive in an ever-shrinking teacher market and that do not limit or deteriorate instructional quality.
- Bargaining Discipline and Discharge and understanding the history of cases related to such so that school districts learn from past mistakes that previously allowed employees engaged in misconduct to remain employed.
- Bargaining evaluations and learning how to navigate competing demands between legislative requirements and union requests to change standards.
- Preparing for union bargaining techniques and how to anticipate public scrutiny.
- Considerations of what to expect from non-instructional bargaining groups once contracting with third-parties is no longer a prohibited subject of bargaining.

Featuring

ATTORNEYS FROM COLLINS & BLAHA, P.C.

Target Audience: Superintendents, Human Resource Administrators, Curriculum & Instruction Administrators and School Board Members

Date: **Tuesday, September 26, 2023**

8:30 am – Registration / Continental Breakfast – Presentation (9:00 am – 12:15 pm)

Where: **Royal Oak Public Schools**

707 Girard Avenue, Royal Oak 48073

Cost: \$50.00 per person for member districts

\$150 per person for non- member districts

(One Board Member free if two administrators register)

Use the attached registration form or [register online](#)

The Metro Bureau presents
Tuesday, September 26, 2023
**Collective Bargaining After the 2023 Public Employment Relations Act Amendments –
What Do School Districts Need to Know?**
Royal Oak Public Schools, 707 Girard Avenue, Royal Oak 48073

This workshop is open to the entire district management team. Please complete and return the registration form below to the Metro Bureau by **Wednesday, September 20, 2023**.

Cost for attendance is \$50.00 per person for Metro Bureau members and \$150.00 per person for non-member districts.

CANCELLATION POLICY: A \$25 service fee will be retained for all cancellations made one week or less prior to the event. All cancellations on the day of the event will be charged the full amount.

The Metro Bureau may offer 3 SCECHs credit for attendance at this seminar at no added cost. The SCECHs credit will be received following the seminar.

REGISTRATION FORM – or register at www.metrobureau.org

Tuesday, September 26, 2023
**Collective Bargaining After the 2023 Public Employment Relations Act Amendments –
What Do School Districts Need to Know?**
Royal Oak Public Schools, 707 Girard Avenue, Royal Oak 48073

School District: _____ Contact phone number: _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

Email _____

Pay by check – mail to address below (must be received by September 20, 2023)

Pay By Credit Card

Account Type: VISA MASTERCARD DISCOVER AMEX Amount Authorized: _____

Account Number _____

Expiration Date: _____ / _____ (MM/YY) Security Code: _____ (Three digits on back of card, four digits on front of AMEX)

Cardholder Name: _____ Account ZIP CODE _____

Authorization

By checking this box you give the Metropolitan Detroit Bureau of School Studies, Inc. permission to debit your account for the amount indicated above and for the event indicated above. This is permission for a single transaction only, and does not provide authorization for any additional unrelated debits or credits to your account.

SIGNATURE _____ DATE _____

Return registration form to: **Metropolitan Detroit Bureau of School Studies, Inc.**

391 College of Education-Wayne State University - Detroit, Michigan 48202

OR Fax 313-577-8278 (For security purposes, please do not e-mail credit card information)

For questions dial 313-577-1611