

# MTA BARGAINING CERTIFICATE SPRING 2024 WORKSHOPS



*\*To register for workshops, please visit <https://mta-bcst.typeform.com/spring2024>.*

*All participants must pre-register for classes to receive important logistics information about the sessions.*

*\*All MTA members are welcome to participate in Bargaining Certificate workshops, even if not registered for the Bargaining Certificate program.*

## **ELECTIVE CLASSES**

### **Economics of Bargaining II**

**Wednesday, April 24th, 4:30 – 7:30 p.m., Online via Zoom (with a 30-minute break for dinner)**

This class will teach participants about the theory of salary schedules and the practice of evaluating and restructuring them to enhance members' immediate and career earnings. Economics of Bargaining I is a prerequisite before taking this workshop. Participants should bring their laptops.

### **Expanded Bargaining**

**Tuesday, April 30<sup>th</sup>, 4:30 – 7:30 p.m., Online via Zoom (with a 30-minute break for dinner)**

Engaging more members in the bargaining process with expanded bargaining teams has proven to be one of the most important strategies to build our power and transform our contracts. This workshop will allow participants to hear from locals and members who have experience with this process. What is expanded bargaining? What are the legal parameters? How do you deal with employer resistance? How can you plan for and set the process up in a way that will be both meaningful and successful? We will tackle all these questions and more.

### **Public Sector Bargaining Law**

**Monday, May 6<sup>th</sup>, 4:30 – 7:30 p.m., Online via Zoom (with a 30-minute break for dinner)**

M.G.L. c.150e is the labor law that governs public sector collective bargaining in Massachusetts. This workshop will provide an overview of the statute with a specific emphasis on mandatory and permissive subjects of bargaining, good and bad faith bargaining, rights to expanded bargaining teams, and impasse and fact-finding procedures.

### **Advanced Negotiations Theory and Practice**

**Thursday, May 16<sup>th</sup>, 4:30 – 7:30 p.m., Online via Zoom (with a 30-minute break for dinner)**

All of us are experienced negotiators—we negotiate with our families, friends, when we purchase cars and homes, and more. Many of us bring this valuable personal experience to collective bargaining negotiations. This workshop will enhance your prior knowledge by providing a theoretical framework for understanding negotiations. This session will discuss fundamental negotiation concepts and theories, the psychology of negotiations, the role of emotions, negotiation styles, social contexts, and how we set up negotiations to maximize our bargaining power and influence. It will specifically cover concepts that will inform your local's overall bargaining strategy, contract campaigns, initial offers, packaging of proposals, table tactics, and deal designs that get you to settlement.

### **LEARN MORE AT:**

[www.massteacher.org/bargainingcertificate](http://www.massteacher.org/bargainingcertificate)

Email: [bargaining@massteacher.org](mailto:bargaining@massteacher.org)

## **Contract Language Lab**

**Wednesday, May 22nd, 4:30 – 7:30 p.m., Online via Zoom (with a 30-minute break for dinner)**

This workshop will teach the canons of contract interpretation so negotiating team members are prepared to apply the principles used by arbitrators to interpret existing language when drafting contract proposals and language. Using established interpretation principles and best practices for legal writing, participants will analyze a variety of language provisions, noting strengths and weaknesses, and apply that understanding to contract language examples.

**Additional workshops will be offered as part of the MTA Summer Conference running July 28<sup>th</sup>-31<sup>st</sup> at UMass Amherst.**

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