



Foundations of Michigan Public Employee Labor Relations
MPELRA
3-17-23 Morning Session
Jackson, Michigan

1. Michigan Laws on Public Sector Labor-Management Relations
 - a. Act 336 PERA
 - b. The NLRA
 - c. Act 176 Labor Mediation
 - d. Act 312 Mandatory Arbitration
 - e. Act 78 Police & Fire Civil Service Commission
2. Duty to Bargain with Union
3. Basic Steps in Bargaining under PERA
 - a. Subjects of Bargaining
 - b. Reasonable Times
 - c. Good Faith
4. Impasse
5. Mediation
6. Fact Finding
7. Last Steps
 - a. Renewed Negotiations/Mediation
 - b. Impasse
8. The History of Act 312
 - a. Traditional Process
 - b. Recent Changes
 - c. Comparable to what?
 - d. Ability to Pay
9. Special Circumstances
 - a. Act 345 Pension Funding
 - b. Civil Service
 - c. Veterans Preference
 - d. Act 152 Publicly Funded Health Ins Contributions
 - e. The Duty to Bargain
 - f. Grievances
 - g. ULPs
10. Out of the Box Strategies
 - a. Informal Pre-Negotiation Meetings
 - b. Dealing with Unions
 - c. Collaborative Bargaining
 - d. Med-Arb
 - e. Making a Record
 - f. Pitfalls of Conditional Hiring
 - g. Grievance Handling
 - h. Past Practice
 - i. CBA Single Event Text
 - j. Drug Testing in a 'Permissive' Environment
11. Common Issues
 - a. Meaning of Words
 - b. Stipulated Awards
 - c. Withdrawal of Claims on Settlement
 - d. Stay on Track
 - e. Defined-Defined
 - f. Chapter 9
12. The Politics of Public Sector Labor-Management Relations
 - a. Right to what?
 - b. How many people does it take to run that train?
 - c. Union Resources
 - d. Management Duty to the Public Trust
 - e. Elected Officials' Consent

-Q&A-