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Program Announcement

8:30 AM Registration and Continental Breakfast

9:00 AM President's Welcome

9:15 AM Act 312 Arbitration – A Primer

Gregory T. Schultz, Of Counsel and Elizabeth A. Young, Of Counsel, Keller Thoma, P.C.

Negotiations with public safety unions offer a unique challenge to public employers because of public safety union access to Act 312 binding interest arbitration. Act 312 arbitration is the final step of negotiations in the event the parties are not able to resolve the terms of their collective bargaining agreement. Understanding Act 312 and how it impacts the entire negotiations process is critical in a public employer's ability to achieve its collective bargaining goals. This session will cover the origin and development of the Act 312 statute, preparation and presentation of an Act 312 arbitration case, and strategies for negotiations with an employee group that has access to Act 312 arbitration.

10:30 AM 312 Arbitration Subject Matter Experts

Panelists: Craig S. Schwartz, Shareholder, Butzel Long; Chris Tomasi, Assistant General Counsel, Police Officers Association of Michigan, and Michael J. Falvo, Attorney/Arbitrator

This panel of subject matter experts will engage in a comprehensive discussion on Act 312 arbitration from an employer, union and arbitrator's perspective providing participants with a unique opportunity to gain a deeper understanding of the Act 312 process and explore effective strategies for resolving disputes in the current climate.

12:00 PM Lunch

1:00 PM Round Table Discussion

Facilitator: Lisa Suida, Human Resources Director, Charter Township of Shelby

Topics: Contract Clauses, Union Requests, Earned Sick Time Act, and PA152

2:00 PM "Show Me the Money!" – Contract Costing – A Finance Director's Perspective

Anthony Moggio, Finance Director/Treasurer, City of Rochester

Collective bargaining isn't just about proposals—it's about **understanding the real cost of every offer on the table**. Public sector employers must navigate wages, benefits, pensions, and paid leave while balancing financial sustainability and workforce expectations.

This session will provide a **practical, no-nonsense guide to contract costing**, including:

- **Breaking down wages, step progressions, and COLA impacts** over a multi-year contract.
- **Unpacking the true cost of healthcare, pensions, and paid leave accruals.**
- **Scenario planning to forecast financial impacts** and avoid costly surprises.
- **How to communicate contract costs effectively** to elected officials and stakeholders.

Whether you're at the table or behind the numbers, this session will give you the **tools and strategies** to confidently cost out labor contracts and make informed decisions in negotiations.

3:00 PM Adjournment

Program Registration Information

The registration fee, which includes continental breakfast and lunch, is \$80.00 for members and \$90.00 for non-members. Please make reservations by **Friday, February 28, 2025** online at www.mpelra.org or by sending the attached registration form to Barbara Wise Johnson at MPELRA, P.O. Box 235, Farmington, MI 48332-0235. Please note, notice of cancellation must be received by 4:00 PM February 28, 2025. No refunds or credit will be issued after that date. If you have questions email treasurer@mpelra.org or call (313) 460-1613.