

STAFF DEVELOPMENT COMPONENT INFORMATION

COMPONENT TITLE: Labor Relations: The Basics

IDENTIFIER NUMBER: 8410007

MAXIMUM POINTS: 40

GENERAL OBJECTIVES:

Enhance the ability of School District Managers to effectively implement and administer the various collective bargaining agreements and to foster collaborative and cooperative labor/management relationships with the bargaining units (Palm Beach County Classroom Teachers Association; National Conference of Firemen & Oilers, Inc.; Police Benevolent Associations; and the Association of Educational Secretaries & Office Professionals, etc.).

SPECIFIC OBJECTIVES:

Within the duration of the component, participants will:

1. Develop a working knowledge of Florida's Collective Bargaining Law.
2. Develop an understanding of the role of School District managers relating to the implementation and administration of collective bargaining agreements.
3. Identify effective strategies for maintaining an effective Labor/Management Relationship.
4. Review the history of Public Sector Collective Bargaining in Florida.
5. Explore the various alternatives available for dispute resolution, i.e., grievance procedure, mediation, and arbitration.
6. Identify effective strategies for resolving grievances.
7. Demonstrate an understanding of the role of the Federal Mediation and Conciliation Service's (FMCS) role involving disputes.
8. Develop a working knowledge of the Florida Public Employees Relations Commission (PERC) and its rules and procedures.

DELIVERY PROCEDURES:

Participants will:

1. Examine the District's labor contract and discuss those components that are fundamental to unit members' wages, hours, terms and conditions of employment.
2. Develop negotiation proposals and construct contract language that address issues identified as topical and pertinent.
3. Engage in mock grievance hearings.
4. Examine the role of the Superintendent of Schools and School Board in the collective bargaining process.

FOLLOW-UP:

1. Keep a summary log of all interactions with the lecturer and other participants.
2. Support and reflect orally with colleagues.
3. Assignment to future District Collective Bargaining Teams.

COMPONENT EVALUATION:

Participants will be required to take both a pre-test and post-test to measure knowledge and skills prior to and after the training. Tests will be similar or matching and will be multiple-choice for easy comparison of acquired skills. Participants will need to demonstrate 80% increased competence in order to be eligible for successful completion of the in-service training component. Further, it is an objective that through this training component, PBCSD will show a reduction in the total number of grievances filed on an annual basis.