



NYS ASSOCIATION OF MANAGEMENT ADVOCATES FOR SCHOOL LABOR AFFAIRS, INC.

2018 MID-STATE REGIONAL
LABOR RELATIONS WORKSHOP
AGENDA & REGISTRATION

MASLA will hold a Regional Labor Relations Workshop on **Friday, April 6, 2018, 11:30 AM-3:30 PM** at the OCM BOCES Main Campus in Syracuse (Seneca Conf Rm). Since this is April, and the Baseball Season is beginning, we are doing a program to help you deal with all the labor relations curve balls pitched your way by the State and your unions. Cost for the program is \$38 and includes lunch. Membership is not required to attend. This will be a highly informative program for anyone involved in the Labor Relations or Personnel function who wants to stay ahead of the issues confronting us every day. We hope you can attend.

11:30 A.M. Welcome and Lunch

12:30 to 1:45 Preparing for Arbitration | Presenter: Dominic D’Imperio, Esq., Director of EER, Jeff-Lewis BOCES

With the potential loss of Agency Fee, unions in schools are becoming more aggressive in policing contracts and filing grievances. As managers, we need to be better prepared if a case goes to arbitration. This program will give you the tools you need to make sure you are in the best shape possible if the union takes a case all the way. Topics covered will include:

- If It’s Not in Writing, It Doesn’t Exist
- Evidence & Document Preservation (Emails, Payroll, Counseling)
- Witness Statements (See first bullet, above)
- Locking Down the Association’s Complaint
- Explaining the District’s Position
- Properly Responding to the Grievance at each Stage

2:00 to 3:30 Addressing the NY Curve Balls | Presenters: Dave Cirillo, Director of Staff Relations, West Genesee CSD and Kevin Harren, Director of Labor Relations, CapRegion BOCES

Whether it is the State Legislature and the Governor or the Courts, we keep having Labor Relations curve balls sent our way. This workshop will break down the pitch and help you handle the questions that arise from all the unexpected changes that we get tossed our way, including:

- State Minimum Wage Law - our obligations when the increases affect union and substitute employee rates of pay
- Family Leave – what is the new law and how do we respond if the union raises it at the bargaining table
- Substitute Notices – do we need to give a reasonable assurance every time there is a holiday
- Cancer screening – what are the new obligations and what does it cover
- Changes in the 180 day school year – what issues do we need to be aware of

PLEASE REGISTER BY APRIL 2

\$38 payable to MASLA & mailed as follows

MASLA

c/o Mark Pettitt, OCM BOCES

PO Box 4754

Syracuse NY 13221-4754

COMPLETE AND RETURN TO EMAHONEY@OCMBOCES.ORG

Payment sent separately (no invoice needed)

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