

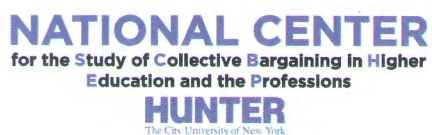


# HIGHER EDUCATION COLLECTIVE BARGAINING WORKSHOP AND TRAINING

September 14-15, 2023

University of Illinois Chicago, Student Center East

A two-day regional workshop co-sponsored by the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY, the University of Illinois System, and the Illinois School of Labor & Employment Relations' Labor Education Program.



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**PROGRAM SCHEDULE - THURSDAY, SEPTEMBER 14, 2023**

University of Illinois-Chicago Student Center East, Illinois Rooms B and C located on Halsted Street just south of the Jane Byrne Interchange

<b>8:00 – 9:00 AM</b>	<b>Registration and Continental Breakfast</b>		Mark Bennett, Laner Muchin, Ltd. Partner
<b>9:00 – 9:50 AM</b>	<b>Introduction and Welcoming Remarks</b>		Elizabeth Towell, SEIU Local 73
<b>Illinois Room B</b>	William A. Herbert, National Center for the Study of Collective Bargaining in Higher Education and Professions, Hunter College, Executive Director		Moderator: Marcia Mackey, Michigan Association for Higher Education, President
	Thomas H. Riley, University of Illinois System, Executive Director of Labor and Special Counsel and National Center Board Member		Panel Description: This labor-management panel will provide an overview and describe differences in negotiating about tenured and tenure track faculty, non-tenure track faculty, graduate and undergraduate student employees and campus staff at public and private institutions.
	Robert Bruno, University of Illinois Urbana-Champaign, School of Labor and Employment Relations, Director	<b>12:00 – 12:50 PM</b>	<b>Panel: Legal Obligations under Public Sector Statutes and NLRA</b>
	Alexandra (Sascha) Matish, University of Michigan and National Center Board Member	<b>Illinois Room B</b>	Angie Cowan Hamada, National Labor Relations Board (NLRB) Region 13, Director
	Marcia Mackey, Michigan Association for Higher Education, President		Ellen Strizak, Illinois Educational Labor Relations Board, General Counsel
	Don V. Villar, Secretary-Treasurer, Chicago Federation of Labor		Sidney McBride, Michigan Employment Relations Commission, Director, Bureau of Employment Relations
<b>10:00 – 10:50 AM</b>	<b>Panel Discussion: Best Practices in Collective Bargaining I</b>		Moderator: Alice Johnson, Cook County College Teachers Union, General Counsel
<b>Illinois Room B</b>	Robb B. Craddock, University of Illinois Urbana-Champaign, Labor & Employee Relations, Executive Director		Panel Description: During this panel, representatives from the NLRB, IELRB, and MERC will discuss their agency's precedent about the duty to negotiate in good faith, mandatory, permissive, and prohibited subjects of negotiations, unit composition issues, the applicability of the NLRA under the Yeshiva doctrine and to religiously affiliated institutions.
	Stephen A. Yokich, Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, LLP, Partner	<b>1:00-1:50 PM</b>	<b>Lunch: Overview of Jane Addams Hull-House Museum</b>
	Richard W. Fanning, Jr., Clark Hill, PLC, Senior Counsel	<b>Illinois Room B</b>	Ross Stanton Jordan, Jane Addams Hull-House Museum, Curatorial Manager
	Mike Newman, AFSCME Council 31, Deputy Director		<b>Facilitated Discussion: Unit Composition, Ground Rules, Information Demands, Tactics and Strategies</b>
	Moderator: Theodore H. (Terry) Curry, Moderator, Associate Provost and Associate Vice President for Academic Human Resources Emeritus, Professor Emeritus, School of Human Resources and Labor Relations, Michigan State University	<b>2:00 – 2:50 PM</b>	Facilitators:
	Panel Description: This labor-management panel will provide a primer on collective bargaining including common terms, the formation of negotiation teams, the differences between traditional and interest-based bargaining, traditional negotiations, open bargaining and the dynamics and differences between first contract and successor agreement negotiations.	<b>Facilitated Discussion</b>	Nicholas Christen, Illinois Federation of Teachers, General Counsel & Director of Field and Organizing
		<b>Illinois Room B Labor</b>	Robert Bruno, University of Illinois Urbana-Champaign School of Labor and Employment Relations, Director
			Session Description: This labor-side session will be discussing experiences and practical issues from a labor perspective concerning unit composition, ground rules, information demands, and tactics and strategies.
<b>11:00 – 11:50 AM</b>	<b>Panel Discussion: Best Practices in Collective Bargaining II</b>		
<b>Illinois Room B</b>	Melissa Sortman, Assistant Provost of Faculty and Academic Staff Affairs, Michigan State University, Director		
	Diana Vallera, Columbia College, President CFAC/IFT		

2:00 – 2:50 PM	<p><b>Facilitated Discussion: Unit Composition, Ground Rules, Information Demands, and Tactics and Strategies</b></p>	4:00 – 4:50 PM	<p><b>Facilitated Discussion: Post-Pandemic Remote Work and Technology Issues</b></p>
<p><b>Facilitated Discussion</b></p>	<p>Facilitators: Alexandra (Sascha) Matish, University of Michigan, Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources</p>	<p><b>Joint Facilitated Discussion</b></p>	<p>Facilitators: Keino R. Robinson, University of Illinois Chicago, Labor and Employee Relations, Director</p>
<p><b>Illinois Room C</b></p>	<p>Melissa Mlynski, University of Illinois Springfield, Associate Vice Chancellor Human Resources</p>	<p><b>Illinois Room C</b></p>	<p>Kate Birdsall, Michigan State University, Union of Non-Tenure Track Faculty, AFT Local 1855, President</p>
<p><b>Administrators</b></p>	<p>Session Description: This administrator-side session will be discussing experiences and practical issues facing administrators involving unit composition, ground rules, information demands, and tactics and strategies.</p>	<p>Session Description: This joint facilitated session will be discussing common issues related to remote work policies on campus, accessibility to hardware and software technologies, pedagogical trainings and workshops, and meeting student expectations.</p>	<p>Session Description: This joint facilitated session will be discussing common issues related to remote work policies on campus, accessibility to hardware and software technologies, pedagogical trainings and workshops, and meeting student expectations.</p>
3:00 – 3:50 PM	<p><b>Facilitated Discussion: Just Cause, Tenure, Job Security, and Appointment Length</b></p>	4:00 – 4:50 PM	<p><b>Panel: 10 Best Practice Tips from Experienced Labor Arbitrators</b></p>
<p><b>Facilitated Discussion</b></p>	<p>Facilitators: Rachel Tollett, Illinois Education Association (IEA) UniServ, Director</p>	<p><b>Panel Discussion</b></p>	<p>Honorable Betty R. Widgeon, Mediator, Arbitrator, Moderator and Panelist</p>
<p><b>Illinois Room B</b></p>	<p>Aaron Krall, UIC United Faculty, President</p>	<p><b>Illinois Room B</b></p>	<p>Honorable Meeta A. Bass, Attorney, Arbitrator, Mediator, Retired Magistrate</p>
<p><b>Labor</b></p>	<p>Stephanie Fortado, Assistant Teaching Professor and Co-Director of Regina V. Polk Women's' Labor Leadership Program, Moderator</p>	<p><b>Panel Description:</b></p>	<p>Seasoned arbitrators speak candidly about best practices in the preparing and handling of contract interpretation and disciplinary grievances in arbitration. The panel will discuss the preparation of witnesses and demonstrative evidence, the use of negotiation history, effective handling of evidence related to past practice and just cause, best practices concerning direct and cross examination, and effective open and closing arguments or briefs.</p>
<p>Session Description: This labor-side facilitated session will be discussing experiences and practical issues facing labor representatives in negotiating and protecting contractual rights regarding just cause, tenure, job security and appointment length in higher education.</p>	<p>Session Description: This labor-side facilitated session will be discussing experiences and practical issues facing labor representatives in negotiating and protecting contractual rights regarding just cause, tenure, job security and appointment length in higher education.</p>	5:00 – 5:50 PM	<p><b>Introduction of Keynote Speaker:</b></p>
3:00 – 3:50 PM	<p><b>Facilitated Discussion: Just Cause, Tenure, Job Security, and Appointment Length</b></p>	<p><b>Illinois Room B</b></p>	<p>Thomas Riley, University of Illinois System, Executive Director of Labor and Special Counsel</p>
<p><b>Facilitated Discussion</b></p>	<p>Facilitators: Dominick Fanelli, University of Michigan, Labor Relations, Director</p>	<p><b>Keynote speaker:</b></p>	<p>Sameer Gadkaree, The Institute of College Access and Success, President</p>
<p><b>Illinois Room C Administrators</b></p>	<p>Michelle Jackson, University of Illinois Chicago, Labor &amp; Employee Relations, Associate Director</p>	6:00 – 8:00 PM	<p>Reception - East Terrace, Second floor, Student Center East</p>
<p>Session Description: This administrator-side facilitated session will be discussing experiences and practical issues facing administrators in negotiating and applying contract language relating to just cause, tenure, job security and appointment length in higher education.</p>	<p>Session Description: This administrator-side facilitated session will be discussing experiences and practical issues facing administrators in negotiating and applying contract language relating to just cause, tenure, job security and appointment length in higher education.</p>		

PROGRAM SCHEDULE - FRIDAY, SEPTEMBER 15, 2023

8:00 – 8:50 AM	<b>Registration and Continental Breakfast</b>	Session Description: This joint facilitated session will be discussing experiences and practical issues facing labor representatives and administrators in negotiating and applying contract language regarding sick leave, childcare leave, union leave and general wellness provisions.
9:00 – 9:50 AM	<b>Facilitated Discussion: Compensation and Workload</b>	
<b>Facilitated Discussion</b>	Facilitators: Melinda Bunnage, SEIU Local 73, Director of Higher Division	
<b>Illinois Room B Labor</b>	Gretchen McNamara, Ohio AAUP Conference, President, and Chief Negotiator AAUP-WSU	<b>11:00 – 11:50 AM</b>
	Session Description: This labor-side facilitated discussion will focus on experiences and practical issues in negotiations overcompensation and workload.	<b>Illinois Room B</b>
9:00 – 9:50 AM	<b>Facilitated Discussion: Compensation and Workload</b>	<b>Academic Freedom and Free Speech Issues in Higher Education</b>
<b>Facilitated Discussion</b>	Facilitators: Jeffrey Frumkin, University of Michigan, Associate Vice Provost for Academic Human Resources, Emeritus, University of Michigan	Hans-Joerg Tiede, American Association of University Professors (AAUP), Director of Research
<b>Illinois Room C Administrators</b>	Benjamin Superfine, University of Illinois Chicago, Assistant Vice Provost for Faculty Relations	Charlotte Garden, University of Minnesota, Professor of Law
	Session Description: This administrator-side facilitated discussion will focus on experiences and practical issues in negotiations overcompensation and workload.	Thomas S. Bradley, Laner Muchin, Of Counsel
10:00 – 10:50 AM	<b>Community Colleges: Distinct Bargaining Issues and Challenges</b>	Moderator: William A. Herbert, National Center for the Study of Collective Bargaining in Higher Education and Professions, Hunter College, Executive Director
<b>Illinois Room B</b>	Shannon Alston, Business, Legal & Human Resources, Michigan Education Association, Director	Panel description: This panel will be discussing the state and scope of academic freedom and First Amendment free speech rights and responsibilities for all those who work on campuses.
	Tony Johnston, Cook County College Teachers Union Local 1600, President	<b>12:00 – 12:50 PM</b>
	Andre' L. Poplar, Oakland Community College, Vice Chancellor for Human Resources and Diversity, Equity, & Inclusion	<b>Illinois Room B</b>
	Robert Boonin, Dykema, Partner	<b>Panel: Collective Bargaining, Discrimination, Affirmative Action, and Title IX</b>
	Moderator: Josh Welker, John Wood Community College, Dean of Business and Institutional Effectiveness,	Karen R. Stubaus, Rutgers University, Vice President for Academic Affairs and National Center Affiliated Researcher, Moderator
	Panel description: This labor-management panel will discuss distinct collective bargaining issues and special challenges at the community college level as well unique challenges facing community college administrators and union representatives in the post-pandemic issue.	Risa L. Lieberwitz, Cornell University School, Labor and Employment Law, Professor and AAUP General Counsel
10:00 – 10:50 AM	<b>Negotiating over Sick Leave, Childcare Leave, Union Leave, and General Wellness Provisions</b>	Julie Miceli, Husch Blackwell, Partner
<b>Facilitated Discussion</b>	Charitianne Williams, University of Illinois Chicago, UIC United Faculty	Augustus Wood, University of Illinois Urbana-Champaign, School of Labor & Employment Relations, Assistant Professor
<b>Illinois Room C</b>	Julie Dillard, University of Illinois Urbana-Champaign, Assistant Director of Labor and Employee Relations	Ricky Baldwin, SEIU Local 73 Downstate Division, Assistant Director
		Panel Description: This panel will explore the possible ramifications of the June 2023 Supreme Court decisions on Affirmative Action in Higher Education, as well as the anticipated October 2023 Title IX regulations and their intersection with due process concerns. The impact of both the Supreme Court decisions and the forthcoming Title IX regulations on discrimination articles in future collective bargaining agreements will be addressed.
		<b>1:00 – 2:00 PM</b>
		<b>2:00 – 2:55 PM</b>
		<b>Lunch</b>
		<b>Networking and Informal Meetings</b>
		<b>Self-guided Tour of Hull House</b>