



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.



UNIVERSITY OF ILLINOIS SYSTEM
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Higher Education Collective Bargaining Workshop and Training

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Program Schedule

Thursday, September 14, 2023

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

8:00 – 9:00 AM

Registration and Continental Breakfast

B Capacity 70-84

C Capacity 35-42

9:00 – 9:50 AM

Introduction and Welcoming Remarks (Proposed)

Illinois Room B

William A. Herbert, National Center for the Study of Collective Bargaining in Higher Education and Professions, Hunter College, Executive Director

Thomas Riley, University of Illinois System, Executive Director of Labor and Special Counsel and National Center Board Member

Robert Bruno, University of Illinois Urbana-Champaign, School of Labor and Employment Relations, Director

Sascha Matish, University of Michigan and National Center Board Member

Marcia Mackey, Michigan Education Association, President and National Council for Higher Education, Secretary

Daniel Montgomery, Illinois Federation of Teachers, President and COO

<p>10:00 – 10:50 AM</p> <p>Illinois Room B</p>	<p>Panel Discussion: Best Practices in Collective Bargaining I</p> <p>Robb Craddock, University of Illinois Urbana-Champaign, Labor & Employee Relations, Executive Director</p> <p>Robert Bloch, Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, LLP, Attorney</p> <p>Richard W. Fanning, Jr., Clark Hill, PLC, Senior Counsel</p> <p>Mike Newman, AFSCME Council 31, Deputy Director</p> <p>Moderator: Terry Curry, Associate Provost and Associate Vice President for Academic Human Resources Emeritus, Professor Emeritus, School of Human Resources and Labor Relations, Michigan State University</p> <p>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.</p>
<p>11:00 – 11:50 AM</p> <p>Illinois Room B</p>	<p>Panel Discussion: Best Practices in Collective Bargaining II</p> <p>Melissa Sortman, Faculty and Academic Staff Affairs, Michigan State University, Director</p> <p>Diana Valera, Columbia College, President CFAC/IFT</p> <p>Mark Bennett, Laner Muchin, Partner</p> <p>Elizabeth Towell, SEIU Local 73</p> <p>Moderator: Marcia Mackey, Michigan Education Association, President</p> <p>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.</p>

<p>12:00 – 12:50 PM</p> <p>Illinois Room B</p>	<p>Panel: Legal Obligations under Public Sector Statutes and NLRA</p> <p>Angie Cowan Hamada, NLRB Region 13, Director</p> <p>Ellen Strizak, Illinois Educational Labor Relations Board, General Counsel</p> <p>Sidney McBride, Michigan Employment Relations Commission, Director, Bureau of Employment Relations</p> <p>Moderator: Alice Johnson, Cook County College Teachers Union, General Counsel</p> <p>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.</p>
<p>1:00-1:50 PM Lunch: Overview of Jane Addams Hull-House Museum</p> <p>Ross Stanton Jordan, Jane Addams Hull-House Museum, Curatorial Manager</p>	
<p>2:00 – 2:50 PM</p> <p>Facilitated Discussion</p> <p>Room B: Labor</p>	<p>Facilitated Discussion: Unit Composition, Ground Rules, Information Demands, Tactics and Strategies</p> <p>Facilitators:</p> <p>Nicholas Christen, Illinois Federation of Teachers, General Counsel & Director of Field and Organizing</p> <p>Robert Bruno, University of Illinois Urbana-Champaign School of Labor and Employment Relations, Director</p> <p>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</p>

<p>2:00 – 2:50 PM</p> <p>Facilitated Discussion</p> <p>Room C: Administrators</p>	<p>Facilitated Discussion: Unit Composition, Ground Rules, Information Demands, and Tactics and Strategies</p> <p>Facilitators:</p> <p>Alexandra Matish, University of Michigan, Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources</p> <p>Melissa Mlynski, University of Illinois Springfield, Associate Vice Chancellor Human Resources</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>3:00 – 3:50 PM</p> <p>Facilitated Discussion</p> <p>Room B: Labor</p>	<p>Facilitated Discussion: Just Cause, Tenure, Job Security, and Appointment Length</p> <p>Facilitators:</p> <p>Rachel Tollett, Illinois Education Association (IEA) UniServ, Director</p> <p>Aaron Krall, UIC United Faculty, President</p> <p>Stephanie Fortado, Assistant Teaching Professor and Co-Director of Regina V. Polk Women's' Labor Leadership Program, Moderator</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>3:00 – 3:50 PM</p> <p>Facilitated Discussion</p> <p>Room C: Administrators</p>	<p>Facilitated Discussion: Just Cause, Tenure, Job Security, and Appointment Length</p> <p>Facilitators:</p> <p>Dominick Fannelli, University of Michigan, Labor Relations, Director</p> <p>Michelle Jackson, University of Illinois Chicago, Labor & Employee Relations, Associate Director</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>4:00 – 4:50 PM</p> <p>Joint Facilitated Discussion</p> <p>Room C</p>	<p>Facilitated Discussion: Post-Pandemic Remote Work and Technology Issues</p> <p>Facilitators:</p> <p>Keino Robinson, University of Illinois Chicago, Labor and Employee Relations, Director</p> <p>Kate Birdsall, Michigan State University, Union of Non-Tenure Track Faculty, AFT Local 1855, President</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>4:00 – 4:50 PM</p> <p>Panel Discussion</p> <p>Room B</p>	<p>Panel: 10 Best Practice Tips from Experienced Labor Arbitrators</p> <p>Hon. Betty R. Widgeon, Mediator, Arbitrator, Moderator and Panelist</p> <p>Hon. Meeta A. Bass, Attorney, Arbitrator, Mediator, Retired Magistrate</p> <p>Cary Morgen, Arbitrator and Mediator</p> <p>Panel Description: 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>5:00 – 5:50 PM</p> <p>6:00 – 8:00 PM</p>	<p>Introduction of keynote speaker: Thomas Riley, University of Illinois System, Executive Director of Labor and Special Counsel</p> <p>Keynote speaker: Sameer Gadkaree, The Institute of College Access and Success, President</p> <p>Dinner and Reception - East Terrace, Second floor, Student Center East</p>

Friday, September 15, 2023

8:00 – 8:50 AM	Registration and Continental Breakfast
9:00 – 9:50 AM Facilitated Discussion Room B: Labor	Facilitated Discussion: Compensation and Workload Facilitators: Melinda Bunnage, SEIU Local 73, Director of Higher Division Gretchen McNamara, Ohio AAUP Conference, President and Chief Negotiator AAUP-WSU Session Description: This labor-side facilitated discussion will focus on experiences and practical issues in negotiations overcompensation and workload.
9:00 – 9:50 AM Facilitated Discussion Room C: Administrators	Facilitated Discussion: Compensation and Workload Facilitators: Jeffrey Frumkin, University of Michigan, Associate Vice Provost for Academic Human Resources, Emeritus, University of Michigan Benjamin Superfine, University of Illinois Chicago, Assistant Vice Provost for Faculty Relations Session Description: This administrator-side facilitated discussion will focus on experiences and practical issues in negotiations overcompensation and workload.
10:00 – 10:50 AM Room B	Community Colleges: Distinct Bargaining Issues and Challenges Shannon Alston, Director of Business, Legal & Human Resources, Michigan Education Association Tony Johnston, Cook County College Teachers Union Local 1600, President

	<p>Andre' L. Poplar, Oakland Community College, Vice Chancellor for Human Resources and Diversity, Equity, & Inclusion</p> <p>Robert Boonin, Dykema, Partner</p> <p>Moderator: Josh Welker, John Wood Community College, Dean of Business and Institutional Effectiveness,</p> <p>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.</p>
<p>10:00 – 10:50 AM</p> <p>Facilitated Discussion</p> <p>Room C</p>	<p>Negotiating over Sick Leave, Childcare Leave, Union Leave, and General Wellness Provisions</p> <p>Charitianne Williams, University of Illinois Chicago, UIC United Faculty</p> <p>Julie Dillard, University of Illinois Urbana-Champaign, Assistant Director of Labor and Employee Relations</p> <p>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.</p>
<p>11:00 – 11:50 AM</p> <p>Room B</p>	<p>Academic Freedom and Free Speech Issues in Higher Education</p> <p>Hans-Joerg Tiede, American Association of University Professors (AAUP), Director of Research</p> <p>Charlotte Garden, University of Minnesota, Professor of Law</p> <p>Thomas S. Bradley, Laner Muchin, Of Counsel</p> <p>Moderator: Stephen A. Yokich, Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, LLP, Partner</p> <p>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.</p>

<p>12:00 – 12:50 PM</p> <p>Room B</p>	<p>Panel: Collective Bargaining, Discrimination, Affirmative Action, and Title IX</p> <p>Karen Stubaus, Rutgers University, Vice President for Academic Affairs and National Center Affiliated Researcher, Moderator</p> <p>Risa Lieberwitz, Cornell University School, Labor and Employment Law, Professor and AAUP General Counsel</p> <p>Julie Miceli, Husch Blackwell, Partner</p> <p>Augustus Wood, University of Illinois Urbana-Champaign, School of Labor & Employment Relations, Assistant Professor</p> <p>Ricky Baldwin, SEIU Local 73 Downstate Division, Assistant Director</p> <p>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.</p>
<p>1:00 – 2:00 PM</p>	<p>Lunch</p>
<p>2:00 – 2:55 PM</p>	<p>Self-guided tour of Hull House</p>