

MEA

Michigan Education Association



Michigan Education Association

Fall 2009
Higher
Education

Bargaining Conference

October 2-3, 2009

Holiday Inn Hotel and Conference Center

Big Rapids, MI

For further information:

www.mea.org

Yvonne M. Williams, Coordinator
ywilliams@mea.org

800-292-1934 or 517-332-6551
Fax 517-336-4013

Michigan Education Association
P.O. Box 2573
East Lansing, MI 48826-2573

Higher Education Planning Committee

Peter Badry, Macomb Community College
Cheryll Conklin, Central Zone Director
Colleen Pilgrim, Schoolcraft College
David Schneider, MAHE President
Nick Valenti, Oakland Community College
Yvonne Williams, Higher Ed/ESP Consultant
John Van Dyken, UniServ Director

Dear MEA Higher Education Local Leaders and UniServ Directors:

We are facing challenging times in higher education—state budget cuts, additional pressures and the urgency to motivate and engage our members. But challenging times also bring the opportunity to strengthen our locals around a common goal.

The Higher Education Bargaining Conference will help tone your skills to build strong relationships and bargain in difficult circumstances.

The conference is scheduled for October 2 and 3 at the Holiday Inn Hotel and Conference Center near the campus of Ferris State University in Big Rapids. The MEA Higher Education Department is hosting this event and all MEA higher education locals are encouraged to register a team of leaders who are involved in bargaining at your college or university.

As you will see from the conference agenda, participants will explore a variety of general and breakout sessions aimed at enhancing your skills in higher education contract negotiations and advocacy. New offerings this year include what to do when your college or university “cries poor” and “101 tips to get your members involved.” Every session is targeted for local leaders like you who work with and bargain in the higher education environment.

Please register by September 10 to ensure that you can take advantage of this important and unique conference experience. It’s an opportunity you won’t want to miss.

Sincerely,

Iris K. Salters

Iris K. Salters, President



Friday, October 2

Michigan Education Association

**Fall 2009
Higher Education
Bargaining Conference
October 2 & 3, 2009
Holiday Inn Hotel &
Conference Center
Big Rapids, MI**

8-9 a.m. Registration, Breakfast & Networking

9-10:15 a.m. 100 Series Breakout Sessions

■ **Session 101 - Trends in Higher Ed**
What’s going on at the local, state and national levels that is impacting Higher Education? What are latest best practices? What bargaining strategies are working across the nation? This session will present the latest information that is available.
Presenter: Mark Smith, NEA Organizational Specialist-Higher Ed

■ **Session 102 - Building a Full Capacity Higher Ed Unit**
Strengthen Your Unit and Get More Members Involved – Starting Today!
This high-powered session is designed to introduce you to MEA’s Building Full Capacity Locals Initiative: What is it? Why is it important? How will it help your members? How can your unit get involved?
You will be given the information, resources and materials needed to strengthen your unit in areas such as: advocating for members, communications, political action, leadership development, involvement of new members, etc. You will come away from this session energized, confident and filled with enthusiasm and ideas! If you want to strengthen your unit and motivate your members, this session is a MUST!
Presenter: Teri Battaglieri

10:30-11:15 a.m. General Session

Topic: MEA and MAHE Working Together
Speakers: Iris Salters, MEA President
Lu Battaglieri, MEA Executive Director

10:30-10:45 a.m. Break

11:30 a.m.-12:30 p.m. 200 Series Breakout Sessions

■ **Session 201 - College and Universities “Crying Poor”**
Bargaining during tight economic times can be especially difficult. While economic times might be tough across the state, it is not necessarily true for every institution. When institutions are economically strained, there may be opportunities to make gains in other areas of the contract.
Presenter: Arch Lewis, MEA Research Consultant

■ **Session 202 - Campus Crisis Prevention and Intervention**
Recent events on campuses nationwide have served as testimony with respect to how vulnerable college campuses can be to violent experiences. This session will explore effective campus policies and strategies for preventing such crises and managing crises if they occur. It will also examine implications for higher education employees.
Presenters: Cheryll Conklin, Central Zone Director; Kathy Tucker, MEA UniServ Director

Friday continued

■ Session 203 -Show Me the Money! Higher Education Finance

This session will show you the money! It will cover the analysis of community colleges and universities using audited financial statements. It will help you to discover unrestricted funds, those that the board can spend any way it wants for bargaining wages and benefits. This analysis incorporates the recent changes to the Governmental Accounting Standards Board (GASB) Rule 35.

Presenter: Greg Steimel, MEA Research Consultant

12:30-1:45 p.m. Lunch

Keynote Speaker: To be announced

2-3:15 p.m. 300 Series Breakout Sessions

■ Session 301 Academic Freedom and Unprotected Rights

The decision of the U.S. Supreme Court in *Garcetti v Ceballos* and subsequent interpretations by lower courts have cast doubt on the constitutional underpinnings of academic freedom. Learn about these decisions and possible alternative methods of ensuring the academic freedom rights of higher education faculty members.

Presenter: Art Przybylowicz, MEA General Counsel

■ Session 302 - Influencing Your Governing Boards

While some locals have been effective at getting institutional board members elected or appointed, influencing them during the term of office poses a different challenge. This session will focus on strategies for developing effective influence on trustees.

Presenter: Charles Parrish, President, WSU-AAUP/AFT

■ Session 303 - Post PA 106: MESSA Update

Public Act 106 has impacted MESSA's way of doing business. MESSA representatives will discuss how these changes could impact the bargaining process.

Presenters: MESSA Field Representatives

3:30-4:45 p.m. 400 Series Breakout Sessions

■ Session 401 - Understanding the Impact and Dynamics of Contingent Faculty in Higher Education – A Panel Discussion

Presenters: Cheryll Conklin, MEA Zone Director; Charles Parrish, President, WSU-AAUP/AFT; Sally Pierce, Lansing Community College Faculty; Aaron Sheposh, MEA UniServ Director

Moderator: David Schneider, Saginaw Valley State University Faculty, MAHE President

Friday continued

■ Session 402 - Using FOIA and ULPs Effectively

This session will focus on effective uses of the Freedom of Information Act and Unfair Labor Practices as they relate to bargaining as well as during periods when contracts are settled (contract enforcement and maintenance). Potential ramifications outcomes and pitfalls will be explored.

Presenter: Dan Zarimba, MEA Attorney

■ Session 403 Higher Ed ESP Leaders' Caucus

This session is designed to give HE ESP members the opportunity to network and share ideas with their peers. Also there will be staff available that comes from the HE ESP ranks to answer questions unique to the HE ESP classification.

Facilitator: Saun Strobel, MEA UniServ Director

5:30 p.m. Dinner

Saturday, October 3

8-9 a.m. Registration, Breakfast & Networking

9-10:15 a.m. 500 Series Breakout Sessions

■ Session 501 & 601- Building a Constructive Relationship with an Employer – (Double Session)

This session will look at the benefits and risks of developing collaborations with your employer. It will also introduce the Interest Based Bargaining process and strategies for improving grievance resolutions. Ways to improve everyday relationships and problem solving will also be discussed.

Presenter: Ed Hartfield, Director for the National Center for Dispute Resolution

■ Session 502 - Mediation/Impasses and Fact-finding

While these are commonplace in the bargaining arena, they are not always well-understood processes. Each process will be defined. Potential implications that each one has on bargaining will be explored. Recommendations for the effective use of each process will be provided.

Presenter: MEA Legal Department

■ Session 503 - Growing New Higher Ed Leaders – A Review of the SPARKS and NEA Emerging Leader Academy Programs

MEA's new Higher Ed "SPARKS" will be present to relay their experiences from the recent statewide Higher Ed SPARKS training. SPARKS trainers will also give a more in-depth insight of the SPARKS program and explain the application process for the next Higher Ed SPARKS training. NEA HE staff will share information about the NEA Emerging Leaders Academy, which has been in operation for the past seven years at the national level. Come and see how to get newer members involved in these great training programs designed for our Higher Ed members.

Presenters: Marcy Felegy, MEA UniServ Director; Phadra Williams, NEA Organizational Specialist-Higher Ed

Saturday continued

10:30-11:45600 Series Breakout Sessions

■ **Session 601 - Building a Constructive Relationship with an Employer** (Continued)

Presenter: Ed Hartfield, Director for the National Center for Dispute Resolution

■ **Session 602 - Member Engagement: 101 Tips to Get your Members Involved**

The same small number of people doing all the work? No one has time for the association? This session will give you the opportunity to discuss methods that have worked to get members involved in the association. Come and hear what the presenters have to say, but also brings tips to share that have worked in your locals.

Presenters: Cheryl Conklin, Central Zone Director; Ervin Pratt, MEA UniServ Director

■ **Session 603 - MAHE: Role, Purpose & Functions: Support HE Locals**

Meet the leaders and staff of MAHE and see what they have to offer your association.

Presenters: MAHE Board Members and Staff

Menus

■ Friday Breakfast

Fresh Orange Juice, chilled V8 and Apple Juice
Scrambled Eggs
Bacon, Sausage, Ham
French Toast
Hash Browns
Fresh Fruit Bowl
Fresh Brewed Coffees and Assorted Teas

■ Friday Lunch

Taco Bar

■ Friday Dinner

Dinner Buffet

■ Saturday Breakfast

Fresh Orange Juice, chilled V-8 and Apple Juice
Scrambled Eggs with Onion and Green Peppers
Thick Sliced Ham
Biscuits with Sausage Gravy
Fresh Fruit Bowl
Fresh Brewed Coffees and Assorted Teas

Registration Information

Michigan Education Association

Fall 2009

Higher Education
Bargaining Conference

October 2 & 3, 2009

Holiday Inn Hotel &
Conference Center
Big Rapids, MI

- Registration is limited – first-come, first-served.
- Registration fee is \$25; \$50 late or on-site registration
- **Registration deadline is September 18, 2009.**
- A registration badge/meal ticket will be required for admission to conference sessions and meal functions.
- **All cancellations must be in writing no later than September 28, 2009.**
- Transportation, lodging and all nonconference meals must be paid by the local, region, MABO or individual.

Mail Registration form to:

MEA Higher Education Conference
Michigan Education Association
P.O. Box 2573
East Lansing, MI 48826-2573

Fax registration to:

517-336-4013

Hotel Reservations and Accommodations

For reservations, please contact:

Holiday Inn Hotel and Conference Center
Ferris State University
1005 Perry Street
Big Rapids, MI 49307

800-999-9069 or 231-696-4400

Fax: 231-766-0220

Reservations must be made by **September 10, 2009** to receive the MEA conference rate of \$82 + tax. After that date, reservations will be accepted on space availability only. The MEA rate is only guaranteed prior and up to September 10.

Early arrivals will be checked in based on availability. Checkouts after noon are subject to an additional overnight charge.

2009 Higher Education Bargaining Conference Sessions

Friday 9-10 a.m.	Friday 10:30-11:45 a.m.	Friday 11:30 a.m.-12:30 p.m.	Friday 2-3:15 p.m.	Friday 3:30-4:45 p.m.
101 Trends in Higher Ed	General Session	201 Colleges & Universities "Crying Poor"	301 Academic Freedom and Unprotected Rights	401 Understanding the Impact and Dynamics of Contingent Faculty in Higher Education – Panel Discussion
102 Building a Full Capacity Higher Ed Unit		202 Campus Crisis Prevention & Intervention	302 Influencing Your Governing Boards	402 Using FOIA and ULPs Effectively
		203 Show Me the Money! Higher Education Finance	303 Post PA 106: MESSA Update	403 Higher Education ESP Leaders' Caucus

Saturday 9-10:15 a.m.	Saturday 10:30-11:45 a.m.
Session 501 & 601 Building a Constructive Relationship With an Employer	Session 601 Building a Constructive Relationship with an Employer (continued)
Session 502 Mediation/Impasses and Fact Finding	Session 602 Member Engagement: 101 Tips to get your Members Involved
Session 503 Growing New Higher Ed Leaders – A Review of the SPARKS And NEA Emerging Leader Academy Programs	Session 603 MAHE: Role, Purpose & Functions: Support HE Locals

Higher Education Bargaining Conference
October 2-3, 2009 Holiday Inn Hotel & Conference Center — Big Rapids, MI

Member's Name (PRINT)

Last _____ First _____ Initial _____

Previous/Maiden Name _____ Last 4 digits of Social Security Number _____ Badge Name (First Name Preference) _____

College/University _____

Home Address

Number _____ Street _____ Lot/Apt. # _____

City / Town _____ State _____ Zip Code _____

Home Phone: Area Code & Number _____

Work/Office: Area Code & Number _____

E-mail Address

Special Needs (Physical disability—Please be specific) _____

- Registration fee is \$25; late or on-site registration \$50

Session Registration on back 

- Registration deadline is September 18, 2009.

Amount Enclosed: \$ _____

Number of forms included with payment _____ of _____

Payment Method:

Check (payable to MEA) Check # _____

Received from _____

VISA MasterCard

Card Number _____ Exp Date _____

Printed Name of Authorized Signer _____

Authorized Signature _____

MAIL Form and Payment to:
Accounting Department
Michigan Education Association
P.O. Box 2580
East Lansing, MI 48826-2580

OR

FAX Credit Card Registration to:
517-336-4013

Conference information on the Web:
www.mea.org

For Accounting Use Only
HE Barg

Session Registration

Higher Education Bargaining Conference

Name _____

Session Selection

Register for conference sessions below. Select your first and second choice for all sessions to assure that if some sessions are filled before your registration request is processed, you will be assigned sessions of interest to you.

Each session has a limited room capacity. Tickets will be required for admission to sessions and meals.

Sessions will be assigned on a first-come, first-served (first-registered) basis, according to when your completed registration form is received.

Registrations must be postmarked no later than September 18, 2009.

All cancellations must be received in writing no later than September 28, 2009.

Fill in your first and second choice for sessions, check boxes for the meals you will be attending.

To prevent unnecessary phone calls, PLEASE DO NOT LEAVE ANYTHING BLANK.

Series/Meals	Time	First Choice	Second Choice	Not Attending
Friday Breakfast	8-9 a.m.	<input type="checkbox"/> Breakfast Buffet		
100	9-10:15 a.m.			
General Session	10:30-11:45 a.m.			
200	11:30 a.m.-12:30 p.m.			
Friday Lunch	12:30-1:45 p.m.	<input type="checkbox"/> Taco Bar		
300	2-3:15 p.m.			
400	3:30-4:45 p.m.			
Friday Dinner	5:30 p.m.	<input type="checkbox"/> Dinner Buffet		
Saturday Breakfast	8-9 a.m.	<input type="checkbox"/> Breakfast Buffet		
500	9-10:15 a.m.			
600	10:30-11:45 a.m.			

If you need hotel accommodations, please see the Hotel Reservation information.

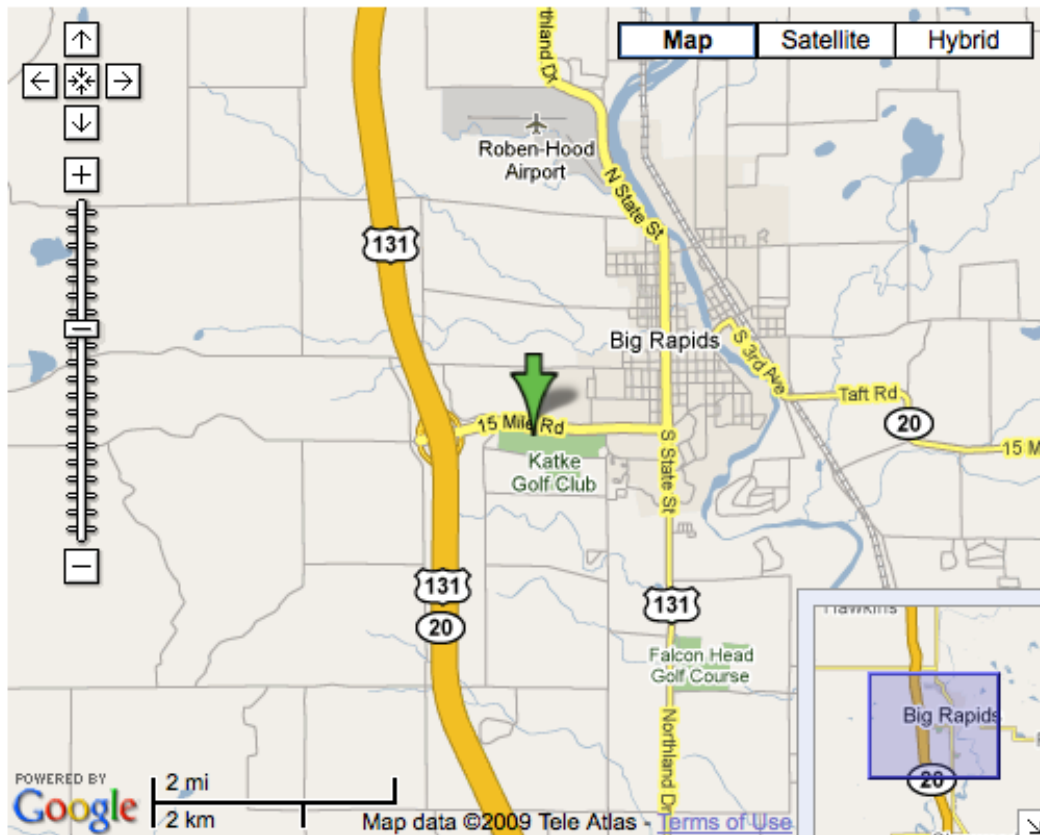
From US 131 take exit 139, turn east toward Big Rapids on M-20 (Perry Ave), drive 1 mile.



Holiday Inn
BIG RAPIDS

1005 PERRY AVE.
BIG RAPIDS, MI 49307 UNITED STATES

Hotel Front Desk: 1-231-7964400 | Hotel Fax: 1-231-7960220



MEA

Michigan Education Association

P.O. Box 2573, East Lansing, MI 48826-2573

517-332-6551 or 800-292-1934

www.mea.org

Iris K. Salters, President • Steven B. Cook, Vice President • Peggy McLellan, Secretary-Treasurer • Lu Battaglieri, Executive Director

*The mission of the MEA is to ensure that the education of our students and
the working environments of our members are of the highest quality.*

