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COLLECTIVE BARGAINING SEMINARS (CBS)

Ed Kommers



Mechanical Contractors Association of America, Inc.

1385 Piccard Drive Rockville MD 20850 T 301 869 5800 F 301 990 9690 MCAA.ORG

CBS 101: 1 day in person (virtual options available)

Collective Bargaining – Empowering the Negotiation Committee Through Training and Preparation

In labor negotiations, preparation and unity are key. Unions often excel with focused leadership, but many multiemployer associations lack readiness and cohesion, resulting in unintended outcomes. Beyond wages, the bargaining committee must pay attention to potentially poorly written provisions and other elements that can lead to future misunderstandings and disputes.

As we face expiring long-term contracts and the retirement of experienced members, many bargaining committee members and association staff are new to negotiations. They may know the Union and the work itself, but they may not be fully aware of all the responsibilities involved in multiemployer bargaining. This program is custom designed to provide the tools and knowledge for effective multiemployer bargaining, transforming unprepared committees into confident, unified teams.

Key Learning Objectives:

- Prepare Association Bargaining Committee members for negotiations.
- Identify some laws and legal background that are the platform for collective bargaining.
- Understand bargaining rights
- Outline a strategy to achieve Employer objectives, as well as to negotiate union proposals.
- Using the toolkit, develop a tracking system for proposals and topics at negotiations.
- Learn how to speak as a unit and “test drive” arguments to defend proposals.
- Develop ground rules for the Employer side as well as the entire bargaining table.
- Create well written proposals to achieve employer objectives.
- Learn how to present contract proposals.
- Recognize what data or research is available and relevant prior to negotiations.
- Prepare for impasse, arbitration or even a strike.
- Discover tips on how to develop and deploy a bargaining Strategy.

Sample Agenda:

1. The legal basics of bargaining
2. Determine bargaining rights status
3. Defining Management objectives
4. Understanding the Union’s objectives and its process

5. Learning how to develop and track proposals
6. Identifying research or support information needed
7. Grasping the basics of the actual bargaining process
8. Bargaining practice with scenario analysis
9. Determine next steps



About the Instructor:

Ed Kommers has been in the plumbing and piping field since 8th grade. He is the former Executive Director for the Mechanical Contractors Association of Western Washington (MCAWW) and is currently serving there as an Advisor.

His responsibilities have included facilitating labor relations, serving as a Trustee on a variety of Taft Hartley benefit trusts, participating in industry training programs and providing guidance on legislative matters. Ed has participated on numerous building trades collective bargaining committees. He is also a member and past Chair of the Washington State Apprenticeship and Training Council and serves as its Hearing Officer. He has mediated a variety of labor disputes including jurisdictional disputes between multiple unions. As former President of University Mechanical Contractors, Inc. (Seattle), Ed has a unique understanding of subcontractor management and labor challenges. Ed taught at the University of Washington for over 20 years and is a Licensed Professional Engineer (P.E.).

Contact Information:

Contact Ed at **206-612-7304** or edkommers@gmail.com.

About the National Education Initiative (NEI):

MCAA will bring lifelong learning directly to you! The National Education Initiative Seminars are our best MCAA/MSCA programs—brought to your local association or even your company. Our goal is to provide ongoing and advanced education and training in support of individual and association growth across the mechanical contracting industry. We offer standard and custom-designed classes exclusively for your association or company's unique needs and challenges. If you need training quickly or have a large group, we are here to help!

For more information or to schedule a course:

Contact **Priya Haslinger** at **301-869-5800** or phaslinger@mcaa.org.



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