



“Impasse Hearing Simulation”

**Renaissance Orlando Airport Hotel Center, 5445 Forbes Place
Orlando, Florida 32812 Phone: 407.240.1000**

SEMINAR SCHEDULE

7:30 am to 8:30 am

Registration/Breakfast

8:30 am to 8:45 am

Introductions/Orientation - Overview of the Day

8:45 am to 9:30 am

How to Get to Impasse and the Magistrate

- 1.) Bargaining Strategies
- 2.) Who Should Declare Impasse
- 3.) Executive Sessions
- 4.) Managing The “End Run”

9:30 am to 10:15 am

Impasse – The Legal Perspective

- 1.) What 447.403 Provides After Impasse is Declared
- 2.) To Use a Special Magistrate or Not – Who Decides
- 3.) Criteria Used by The Special Magistrate for Recommended Order (Review)

10:15 am to 10:30 am

Break

10:30 am to 11:15 am

How to Prepare for the Special Magistrate Hearing

- 1.) Best Alternative To A Negotiated Agreement-BATNA
- 2.) Impasse Hearing Preparations
- 3.) Gathering Information on Criteria to be Considered by Magistrate
- 4.) Completing The Impasse Puzzle

11:15 am to 12:15 am

The Special Magistrate Process Revealed

- 1.) Opening Statements
- 2.) Preparation, Documents and Witnesses

12:15 am to 1:45 pm

Working Lunch (Provided by FPELRA)

BARGAINING IS OVER IN SUNSET CITY IMPASSE BEGINS:

- 1.) Management and Union Assign Roles and Prepare for the Case
- 2.) Presentations Should be Made with Criteria in Mind

1:45 pm to 3:00 pm

Parties meet Magistrate and Present the Case

(5 Minutes each Openings, 30 Minutes each for Presentation of Position, 5 Minutes each for Rebuttals, 5 Minutes each for Summaries Each Side = 90 Minutes Total)

3:00 pm to 3:15 pm

Break

3:15 pm to 3:45 pm

Special Magistrate Comments

3:45 pm to 4:00 pm

Magistrate Recommended Award and Beyond

- 1.) Management – Union Debriefing
- 2.) Accepting or Rejecting Any Part of or The Entire Order
- 3.) Insulated Period and Final Executive Session Window
- 4.) Legislative Body Hearing – Procedural Rules
- 5.) Imposed Language- Ratified or Not
- 6.) Effect on T. A’s if not Ratified and Duration of the Contract?

4:00 pm to 4:15 pm

Questions – Answers – Reality Comments