



# **“Impasse Hearing Simulation”**

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

## **SEMINAR SCHEDULE**

|                             |   |
|-----------------------------|---|
| <b>7:30 am to 8:30 am</b>   | <b>Registration/Breakfast</b>   |
| <b>8:30 am to 8:45 am</b>   | <b>Introductions/Orientation - Overview of the Day</b>  |
| <b>8:45 am to 9:30 am</b>   | <b>How to Get to Special Magistrate</b><br>1.) Bargaining Strategies<br>2.) Who Should Declare Impasse<br>3.) Executive Sessions<br>4.) Managing The “End Run”  |
| <b>9:30 am to 10:15 am</b>  | <b>Impasse – The Legal Perspective</b><br>1.) What 447.403 Provides After Impasse is Declared<br>2.) To Use a Special Magistrate or Not – Who Decides<br>3.) Criteria Used by The Special Magistrate for Recommended Order (Review)                               |
| <b>10:15 am to 10:30 am</b> | <b>Break</b>  |
| <b>10:30 am to 11:15 am</b> | <b>How to Prepare for the Special Magistrate Hearing</b><br>1.) Best Alternative To A Negotiated Agreement-BATNA<br>2.) Impasse Hearing Preparations<br>3.) Gathering Information on Criteria to be Considered by Magistrate<br>4.) Completing The Impasse Puzzle |
| <b>11:15 am to 11:45 am</b> | <b>The Special Magistrate Process Revealed</b><br>1.) Opening Statements<br>2.) Preparation of Documents and Witnesses  |
| <b>11:45 am to 12:15</b>    | <b>Debriefing After Magistrates Award</b><br>1.) Acceptance or Rejection of the Special Magistrates Award<br>2.) Insulated Period<br>3.) Legal Effect of Legislative Body Action<br>4.) What happens to the Tentative Agreements already signed and agreed upon   |
| <b>12:15 pm to 1:30 pm</b>  | <b>Working Lunch (Provided by FPELRA)</b><br><b>BARGAINING IS OVER IN SUNSET CITY IMPASSE BEGINS:</b><br>1.) Management and Union Assign Roles and Prepare for the Case<br>2.) Presentations Should be Made with Criteria in Mind                                 |
| <b>1:30 pm to 3:00 pm</b>   | <b>Parties meet Magistrate and Present the Case</b><br><b>(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</b>                                     |
| <b>3:00 pm to 3:30 pm</b>   | <b>Working Break - Special Magistrate Comments</b>  |
| <b>3:30 pm to 4:00 pm</b>   | <b>Questions – Answers – Reality Comments</b>   |