

COLLECTIVE BARGAINING SEMINAR

Managing Economic & Global Pressures In Bargaining

The Expert's Views on Developing Strategies to Respond.

One of the nation's most experienced team of management negotiators share strategies, techniques and insights for success at the bargaining table.

Presented by:

With a presentation on healthcare options by:

LINDNER & MARSACK, S.C.
Attorneys at Law



hilb rogals & hobbs®

WEDNESDAY
November 1, 2006
Waukesha, WI

TUESDAY
November 14, 2006
Des Moines, IA

THURSDAY
November 16, 2006
Appleton, WI



Lindner & Marsack, S.C.
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Milwaukee, Wisconsin
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Representing the interests of management in labor and employment law since 1908.

ECONOMIC/GLOBAL PRESSURES AND COLLECTIVE BARGAINING

MORNING

8:00am

REGISTRATION

8:30am-
9:00am

ASSESSING THE COLLECTIVE BARGAINING CLIMATE IN 2006 AND BEYOND

- Where is the labor movement?
- The culture of getting to the deal.
- Trends and projections.

9:00am-
10:00am

ANALYZING THE COLLECTIVE BARGAINING AGREEMENT IN LIGHT OF TODAY'S ECONOMIC PRESSURES

- Work transfer/relocation.
- Outsourcing.
- Seniority rights.
- Movement of people within a facility.
- "Good language" versus "bad language."

10:00am-
10:15am

BREAK

10:15am-
11:30am

NEGOTIATING CHANGE-THE ART OF THE DEAL

- Setting the theme.
- How to sell change at the bargaining table.
- Understanding the employer's right to communicate.
- The role of the mediator.
- Constructing a "final offer"-what does it mean?

11:30am-
12:00pm

RULES OF ENGAGEMENT- UNDERSTANDING YOUR RIGHTS

- Impasse - When is the duty to bargain fulfilled?
- Implementation - What are the employer's rights?
- Strikes - The do's and don't's.

AFTERNOON

12:00pm-
12:50pm

LUNCH *(included as part of the program)*

12:50pm-
2:00pm

HEALTHCARE OPTIONS

Detailed discussion of today's options, including:

- High Deductible Health Plans (HDHPs).
- Health Savings Accounts (HSAs).
- Health Reimbursement Accounts (HRAs).
- Flexible Spending Accounts (FSAs).
- How to change employee and dependent behavior through plan design.
- Specific case studies.

2:00pm-
2:15pm

BREAK

2:15pm-
3:00pm

STRATEGIES FOR NEGOTIATING HEALTHCARE CHANGE

- Pre-negotiation preparation.
- Pre-negotiation communication.
- Strategies at the table.
- How to get union committee "buy-in."
- How to sell your package.

3:00pm-
4:00pm

PANEL DISCUSSION

- Open forum participation by each of the panelists.
- Bring your questions. This is your chance to interact with the panelists in a wide ranging discussion of bargaining issues.

WHY SHOULD YOUR ORGANIZATION ATTEND?

In today's world, you cannot assume the risk of an unfavorable, and therefore non-competitive, labor agreement. The globalization of our nation's economy has added complexity to the already complex collective bargaining process. If your collective bargaining agreement places limitations upon your organization's ability to successfully compete in the new economy, it is an impediment to your success. You must have the experience, as well as the know-how, to ferret out these contractual impediments to greater productivity, and the experience to develop a strategy to achieve a labor agreement which secures the competitive advantage. Negotiations are experiential. It takes years of hands-on experience at the table to circumnavigate the minefields which stand in the way of eliminating limitations on management's right to optimize efficiency and productivity.

This is a "must attend" seminar. What distinguishes this seminar from others is the experience of the presenters. Their combined experience at the bargaining table exceeds 90 years. They have strategized and successfully completed negotiations for corporations nationwide involving the critical labor relations issues of our times such as: job consolidation, subcontracting and outsourcing, work transfers and relocations, performance based compensation programs and creative solutions to critical and expensive healthcare issues.

The Lindner & Marsack, S.C. team of presenters will provide proven negotiation strategies to deal with these complex issues, all designed to help your organization achieve success at the bargaining table.

SEMINAR LEADERS

Lindner & Marsack, S.C.

Representing the interests of management in labor and employment law since 1908.



Gary Marsack, Esq.
37 years of negotiating experience



Jonathan Swain, Esq.
31 years of negotiating experience



Thomas Mackenzie, Esq.
26 years of negotiating experience

Join one of the nation's most experienced teams of management negotiators. Their 90 years of collective bargaining experience means that they have acted as the chief spokesperson in well over 1,000 contract negotiations. They regularly lecture on collective bargaining, contract administration and related labor law topics throughout the country.



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HRH Employee Benefits, with more than 50 offices throughout the United States, provides comprehensive consulting advice and brokerage services to small business, middle market and Fortune 1000 clients. HRH's objective, consultative approach to Employee Benefits is focused on delivering client-specific results. Their proactive philosophy sets them apart from their competitors and provides their clients with an efficient, innovative and cost-effective approach to employee benefit planning.

Scott brings over two-and-a-half decades of insurance experience to his mid and large-sized clients. His broad range of experience includes underwriting and product development across many lines and products. As the Product Director of United 24 for Cobalt Corporation, Scott played a large part in the development and growth of this integrated benefits product. Scott also served as the Director of Corporate Underwriting for Blue Cross Blue Shield United of Wisconsin for over 10 years, overseeing the underwriting department. Scott has underwritten medical, dental, life, disability and stop loss programs. Scott is a graduate of Northwestern University.



Scott R. Coleman
Vice President
Employee Benefit Group

REGISTRATION FORM

COST

\$75.00 per person.

Includes refreshments, lunch, cost of materials

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DATES OF PROGRAM

November 1, 2006 Milwaukee, Wisconsin
Country Springs Hotel
P.O. Box 2269
Waukesha, WI 53187-2269
(262) 547-0201

November 14, 2006 Des Moines, Iowa
Marriott Des Moines Downtown
700 Grand Avenue
Des Moines, IA 50309
(515) 245-5500

November 16, 2006 Appleton, Wisconsin
Radisson Paper Valley Hotel
333 W. College Avenue
Appleton, WI 54911
(920) 733-8000 or 1-800-242-3499

Name: _____

Title: _____

Organization Name: _____

Address: _____

E-mail address: _____

No. of persons attending: _____

METHOD OF PAYMENT

Cancellations within 72 hours of program date will be billed the entire program fee.

Bill my organization

Check (payable to Lindner & Marsack
Seminar Account)