

PROGRAM SCHEDULE - FRIDAY, SEPTEMBER 15, 2023

8:00 – 8:50 AM **Registration and Continental Breakfast**

9:00 – 9:50 AM **Facilitated Discussion: Compensation and Workload**

Facilitated Discussion Facilitators:
Melinda Bunnage, SEIU Local 73, Director of Higher Division

Room B: Labor Gretchen McNamara, Ohio AAUP Conference, President, and Chief Negotiator AAUP-WSU

Session Description: This labor-side facilitated discussion will focus on experiences and practical issues in negotiations overcompensation and workload.

9:00 – 9:50 AM **Facilitated Discussion: Compensation and Workload**

Facilitated Discussion Facilitators:
Jeffrey Frumkin, University of Michigan, Associate Vice Provost for Academic Human Resources, Emeritus, University of Michigan

Room C: Administrators Benjamin Superfine, University of Illinois Chicago, Assistant Vice Provost for Faculty Relations

Session Description: This administrator-side facilitated discussion will focus on experiences and practical issues in negotiations overcompensation and workload.

10:00 – 10:50 AM **Community Colleges: Distinct Bargaining Issues and Challenges**

Room B Shannon Alston, Business, Legal & Human Resources, Michigan Education Association, Director

Tony Johnston, Cook County College Teachers Union Local 1600, President

Andre' L. Poplar, Oakland Community College, Vice Chancellor for Human Resources and Diversity, Equity, & Inclusion

Robert Boonin, Dykema, Partner

Moderator: Josh Welker, John Wood Community College, Dean of Business and Institutional Effectiveness,

Panel description: This labor-management panel will discuss distinct collective bargaining issues and special challenges at the community college level as well unique challenges facing community college administrators and union representatives in the post-pandemic issue.

10:00 – 10:50 AM **Negotiating over Sick Leave, Childcare Leave, Union Leave, and General Wellness Provisions**

Facilitated Discussion Charitianne Williams, University of Illinois Chicago, UIC United Faculty

Room C Julie Dillard, University of Illinois Urbana-Champaign, Assistant Director of Labor and Employee Relations

11:00 – 11:50 AM **Academic Freedom and Free Speech Issues in Higher Education**

Room B Hans-Joerg Tiede, American Association of University Professors (AAUP), Director of Research

Charlotte Garden, University of Minnesota, Professor of Law

Thomas S. Bradley, Laner Muchin, Of Counsel

Moderator: William A. Herbert, National Center for the Study of Collective Bargaining in Higher Education and Professions, Hunter College, Executive Director

Panel description: This panel will be discussing the state and scope of academic freedom and First Amendment free speech rights and responsibilities for all those who work on campuses.

12:00 – 12:50 PM **Panel: Collective Bargaining, Discrimination, Affirmative Action, and Title IX**

Room B Karen R. Stubaus, Rutgers University, Vice President for Academic Affairs and National Center Affiliated Researcher, Moderator

Risa L. Lieberwitz, Cornell University School, Labor and Employment Law, Professor and AAUP General Counsel

Julie Miceli, Husch Blackwell, Partner

Augustus Wood, University of Illinois Urbana-Champaign, School of Labor & Employment Relations, Assistant Professor

Ricky Baldwin, SEIU Local 73 Downstate Division, Assistant Director

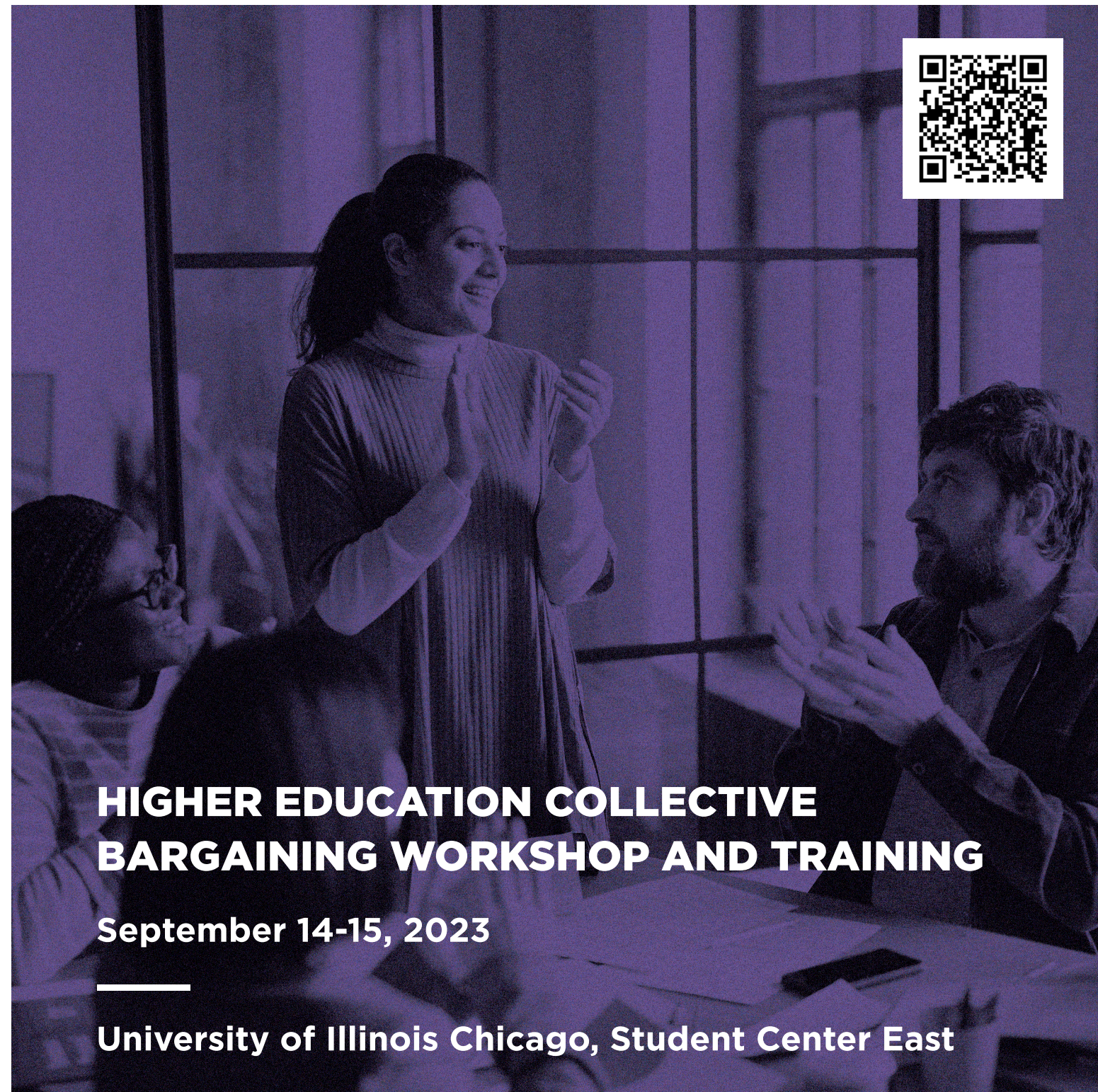
Panel Description: This panel will explore the possible ramifications of the June 2023 Supreme Court decisions on Affirmative Action in Higher Education, as well as the anticipated October 2023 Title IX regulations and their intersection with due process concerns. The impact of both the Supreme Court decisions and the forthcoming Title IX regulations on discrimination articles in future collective bargaining agreements will be addressed.

1:00 – 2:00 PM **Lunch**

2:00 – 2:55 PM **Networking and Informal Meetings**

Self-guided Tour of Hull House

Session Description: This joint facilitated session will be discussing experiences and practical issues facing labor representatives and administrators in negotiating and applying contract language regarding sick leave, childcare leave, union leave and general wellness provisions.



HIGHER EDUCATION COLLECTIVE BARGAINING WORKSHOP AND TRAINING

September 14-15, 2023

University of Illinois Chicago, Student Center East

A two-day regional workshop co-sponsored by the National Center for the Study of Collective Bargaining in Higher Education and the Professions, Hunter College, CUNY, the University of Illinois System, and the Illinois School of Labor & Employment Relations' Labor Education Program.



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PROGRAM SCHEDULE - THURSDAY, SEPTEMBER 14, 2023

University of Illinois-Chicago Student Center East, Rooms B and C located on Halsted Street just south of the Jane Byrne Interchange

8:00 – 9:00 AM	Registration and Continental Breakfast	Mark Bennett, Laner Muchin, Ltd. Partner	2:00 – 2:50 PM	Facilitated Discussion: Unit Composition, Ground Rules, Information Demands, and Tactics and Strategies	4:00 – 4:50 PM	Facilitated Discussion: Post-Pandemic Remote Work and Technology Issues
9:00 – 9:50 AM	Introduction and Welcoming Remarks	Elizabeth Towell, SEIU Local 73	Facilitated Discussion	Facilitators: Alexandra (Sascha) Matish, University of Michigan, Associate Vice Provost for Academic and Faculty Affairs and Senior Director, Academic Human Resources	Joint Facilitated Discussion	Facilitators: Keino R. Robinson, University of Illinois Chicago, Labor and Employee Relations, Director
Illinois Room B	William A. Herbert, National Center for the Study of Collective Bargaining in Higher Education and Professions, Hunter College, Executive Director	Moderator: Marcia Mackey, Michigan Association for Higher Education, President	Room C:	Director, Academic Human Resources	Room C	Kate Birdsall, Michigan State University, Union of Non-Tenure Track Faculty, AFT Local 1855, President
	Thomas H. Riley, University of Illinois System, Executive Director of Labor and Special Counsel and National Center Board Member	Panel Description: This labor-management panel will provide an overview and describe differences in negotiating about tenured and tenure track faculty, non-tenure track faculty, graduate and undergraduate student employees and campus staff at public and private institutions.	Administrators	Melissa Mlynski, University of Illinois Springfield, Associate Vice Chancellor Human Resources		Session Description: This joint facilitated session will be discussing common issues related to remote work policies on campus, accessibility to hardware and software technologies, pedagogical trainings and workshops, and meeting student expectations.
	Robert Bruno, University of Illinois Urbana-Champaign, School of Labor and Employment Relations, Director	12:00 – 12:50 PM	3:00 – 3:50 PM	Facilitated Discussion: Just Cause, Tenure, Job Security, and Appointment Length	4:00 – 4:50 PM	Panel: 10 Best Practice Tips from Experienced Labor Arbitrators
	Alexadra (Sascha) Matish, University of Michigan and National Center Board Member	Illinois Room B		Facilitators: Rachel Tollett, Illinois Education Association (IEA) UniServ, Director	Panel Discussion	Honorable Betty R. Widgeon, Mediator, Arbitrator, Moderator and Panelist
	Marcia Mackey, Michigan Association for Higher Education, President	Angie Cowan Hamada, National Labor Relations Board (NLRB) Region 13, Director	Facilitated Discussion	Aaron Krall, UIC United Faculty, President	Room B	Honorable Meeta A. Bass, Attorney, Arbitrator, Mediator, Retired Magistrate Cary Morgen, Arbitrator and Mediator
	Don V. Villar, Secretary-Treasurer, Chicago Federation of Labor	Ellen Strizak, Illinois Educational Labor Relations Board, General Counsel	Room B: Labor	Stephanie Fortado, Assistant Teaching Professor and Co-Director of Regina V. Polk Women’s’ Labor Leadership Program, Moderator		Panel Description: Seasoned arbitrators speak candidly about best practices in the preparing and handling of contract interpretation and disciplinary grievances in arbitration. The panel will discuss the preparation of witnesses and demonstrative evidence, the use of negotiation history, effective handling of evidence related to past practice and just cause, best practices concerning direct and cross examination, and effective open and closing arguments or briefs.
10:00 – 10:50 AM	Panel Discussion: Best Practices in Collective Bargaining I	Sidney McBride, Michigan Employment Relations Commission, Director, Bureau of Employment Relations	Facilitated Discussion	Session Description: This labor-side facilitated session will be discussing experiences and practical issues facing labor representatives in negotiating and protecting contractual rights regarding just cause, tenure, job security and appointment length in higher education.	5:00 – 5:50 PM	Introduction of Keynote Speaker:
Illinois Room B	Robb B.Craddock, University of Illinois Urbana-Champaign, Labor & Employee Relations, Executive Director	Moderator: Alice Johnson, Cook County College Teachers Union, General Counsel	3:00 – 3:50 PM	Facilitated Discussion: Just Cause, Tenure, Job Security, and Appointment Length	Room B	Thomas Riley, University of Illinois System, Executive Director of Labor and Special Counsel
	Stephen A. Yokich, Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, LLP, Partner	Panel Description: During this panel, representatives from the NLRB, IELRB, and MERC will discuss their agency’s precedent about the duty to negotiate in good faith, mandatory, permissive, and prohibited subjects of negotiations, unit composition issues, the applicability of the NLRA under the Yeshiva doctrine and to religiously affiliated institutions.	Facilitated Discussion	Facilitators: Dominick Fanelli, University of Michigan, Labor Relations, Director		Keynote speaker: Sameer Gadkaree, The Institute of College Access and Success, President
	Richard W. Fanning, Jr., Clark Hill, PLC, Senior Counsel	Lunch: Overview of Jane Addams Hull-House Museum	Facilitated Discussion	Michelle Jackson, University of Illinois Chicago, Labor & Employee Relations, Associate Director	6:00 – 8:00 PM	Reception - East Terrace, Second floor, Student Center East
	Mike Newman, AFSCME Council 31, Deputy Director	Ross Stanton Jordan, Jane Addams Hull-House Museum, Curatorial Manager	Room C: Administrators	Session Description: This administrator-side facilitated session will be discussing experiences and practical issues facing administrators in negotiating and applying contract language relating to just cause, tenure, job security and appointment length in higher education.		
	Moderator: Theodore H. (Terry) Curry, Moderator, Associate Provost and Associate Vice President for Academic Human Resources Emeritus, Professor Emeritus, School of Human Resources and Labor Relations, Michigan State University	1:00-1:50 PM	Facilitated Discussion			
	Panel Description: This labor-management panel will provide a primer on collective bargaining including common terms, the formation of negotiation teams, the differences between traditional and interest-based bargaining, traditional negotiations, open bargaining and the dynamics and differences between first contract and successor agreement negotiations.	Illinois Room B	Facilitated Discussion			
		2:00 – 2:50 PM	Facilitated Discussion			
		Facilitated Discussion	Room B: Labor			
		Facilitators: Nicholas Christen, Illinois Federation of Teachers, General Counsel & Director of Field and Organizing				
		Robert Bruno, University of Illinois Urbana-Champaign School of Labor and Employment Relations, Director				
		Session Description: This labor-side session will be discussing experiences and practical issues from a labor perspective concerning unit composition, ground rules, information demands, and tactics and strategies.				
11:00 – 11:50 AM	Panel Discussion: Best Practices in Collective Bargaining II					
Illinois Room B	Melissa Sortman, Assistant Provost of Faculty and Academic Staff Affairs, Michigan State University, Director					
	Diana Vallera, Columbia College, President CFAC/IFT					