



# Save The Date!

## COLLECTIVE BARGAINING SIMULATION -- 2022

### An *Intensive* Training Exercise for Public Sector Negotiations

Including Bargaining Workshops Presented By:  
**Robert J. Smith, Jr., Clark Baird Smith**

**Monday, September 12, 2022  
through Wednesday, September 14, 2022**

**Eagle Ridge Resort  
Galena, Illinois**



- Setting goals, priorities and preparation for bargaining
- Drafting language; preparing counterproposals; tentative agreements, etc.
- Packaging proposals and other initial dispute resolution ideas
- More bargaining techniques; finalizing your contracts
- The mediation process

### THE PROGRAM:

Each participant will be assigned a role on a bargaining team (either management or union) and given background information regarding the parties involved in negotiations. Each bargaining group will be assigned a Facilitator (who is an experienced negotiator) to help guide them through the bargaining sessions. Training Workshops will also be presented throughout the exercise and the Trainer, attorney Robert Smith, will also be available to assist the teams as they progress through the various stages of bargaining. This is an intensive training exercise designed to simulate actual collective bargaining situations over a three-day period. In order to insure all teams and bargaining groups receive the greatest training benefit possible, each participant in the simulation will be required to attend all the Workshops and all the Bargaining Sessions. Participants must plan on being available in evenings to bargain with their team. **NOTE: NO PREVIOUS BARGAINING EXPERIENCE IS REQUIRED TO ATTEND!**

### THE TRAINER:

**Robert J. Smith, Jr.** is a partner in the office of Clark Baird Smith LLP and the General Counsel of IPELRA. Bob has negotiated hundreds of collective bargaining agreements -- most of them in the public sector. In addition to his extensive negotiations experience, Bob also represents clients in grievance and interest arbitration, unfair labor practice charges and representation petitions before the State Labor Relations Boards, and constitutional and discrimination litigation, as well as all other facets of labor and employment law.

*The National Public Employer Labor Relations Association has given this program the National Pacesetter Award for Training Excellence.*

**Attorneys: Training Workshops Are Eligible for CLE Credit!!**