

SCHOOL FOR WORKERS

UNIVERSITY OF WISCONSIN-EXTENSION, OUTREACH & E-LEARNING



SPRING 2007

UNION LEADERSHIP

April 23-25

BARGAINING HEALTH CARE

April 30-May 2

PENSIONS IN CRISIS

May 2-4

GRIEVANCE ARBITRATION

May 7-10

WORKING AS A UNION IN LEAN MANUFACTURING

May 16-17

Sponsored by:
WISCONSIN STATE AFL-CIO

BARGAINING HEALTH CARE

April 30 - May 2

This 2 1/2 day program is designed to present an overview of the issues related to bargaining health care in the U.S. today and to give practical guidance and hands-on experience for union bargainers. Beginning with how private insurance works and is structured, the class will cover all aspects of health care from a labor perspective, including a brief analysis of the origins of the contemporary health care system, and an in-depth discussion of the crisis that is affecting all American workers, as well as employers and society at large. We will look at how other countries provide coverage for their citizens, especially Canada, as a yardstick to compare against what is happening here, and analyze what is driving the crisis in the U.S. and what possible solutions exist. The class will engage in exercises designed to build skills in health care bargaining such as: comparing and presenting health care plans to members, costing out health care plans, and strategic and practical planning for health care bargaining.

TOPICS COVERED

- How health insurance works in the U.S.
- Health insurance terminology and definitions
- Health insurance plan comparisons
- Group exercise in health care plan comparisons
- Health care crisis in the U.S.: where is it going, what is driving it, and what possible solutions exist?
- Costing out health care for collective bargaining
- Getting the relevant information from the employer
- Group exercise in health care costing
- Strategic and practical planning for health care bargaining and membership mobilization
- Group exercise: health care collective bargaining scenario

Bring your contracts and plan descriptions of health care coverage!

Registration deadline: April 2

This 2 1/2 day program begins at 8:00 a.m. Monday with registration. It concludes at noon on Wednesday.

Fee includes lunch on Monday & Tuesday, and breaks.

J.F. Friedrick Center

PENSIONS IN CRISIS

May 2-4

Bargaining Defined Benefit and 401(k) Plans

Pension Protection Act of 2006 This legislation is by far the most significant change in the legal regulation of private pensions since the Employee Retirement Income Security Act was passed in 1974. Learn what to expect under the new law.

Many employers are pursuing an aggressive pension bargaining agenda that includes freezing plans, eliminating early retirement benefits and reducing or eliminating 401(k) matches.

Pension plans represent one of the most complex and important areas of collective bargaining. Most of us will be dependent on income from retirement plans for about one-quarter of our lives, and many existing plans provide inadequate benefits or are inadequately funded. Bargaining committees need to know more about how these plans work, how secure they are and how much they are **really** costing employers.

This program prepares you to negotiate improved defined benefit and 401(k) pension plans.

TOPICS COVERED

- Assessing retirement income needs
- Developing bargaining proposals based on need
- Negotiating early retirement & other essential plan features
- Costing pension contract proposals using spreadsheet models
- Understanding Form 5500 and FASB calculations
- Analyzing the funding status & legally required contributions
- Anticipating employers' proposals & evaluating termination threats
- Negotiating 401(k) plans
- Hands-on bargaining exercise
- Evaluating Social Security reforms
- Mobilizing members on pension issues

Registration deadline: April 4

This 2 1/2 day program begins at 1:00 p.m. Wednesday with registration. It concludes at 3:00 p.m. on Friday.

Fee includes lunch on Thursday & Friday, and breaks.

J.F. Friedrick Center