

# FMCS NOW OFFERING COURSES IN COOPERATION WITH THE UNIVERSITY OF NEVADA LAS VEGAS BOYD SCHOOL OF LAW

**TWO GREAT FMCS COURSES WILL BE OFFERED IN  
JANUARY AT THE UNIVERSITY OF NEVADA LAS VEGAS  
SALTMAN CENTER FOR CONFLICT RESOLUTION**



## **BECOMING A LABOR ARBITRATOR**

This course is geared toward labor-management practitioners with substantial experience in labor relations (pursuant to collective bargaining) who wish to become labor arbitrators. The course can also enhance the practice and skills of current arbitrators.

Topics Include: The law of arbitration; Arbitration practice, scheduling and pre-hearing procedures; Conducting the hearing, framing issues and handling witnesses and records; Evidence; Award and opinion writing; Ethics; FMCS arbitration policies and procedures; Building a practice; and Application process to the FMCS Roster of Arbitrators

Instructors: Catherine Harris, Arbitrator and David Gaba, Arbitrator and Arthur Pearlstein, FMCS Director of Arbitration

**REGISTRATION FEE \$2,700**

## **NEGOTIATION SKILLS**

Develop the negotiation style that's right for you. This interactive workshop focuses on techniques for 21st century contract negotiations. The workshop covers traditional and interest-based negotiations and will teach participants how to negotiate collective bargaining agreements. Participants will receive an FMCS Certificate of Training upon completion of the course.

Instructors: FMCS Commissioners Mike Bucsko and Kevin Hawkins

**EARLY BIRD RATE \$1,200 IF REGISTERED BY 12/12/19 GENERAL \$1,300**

## **COURSE DATES:**

**JANUARY 13-17, 2020**

**MONDAY-THURSDAY 8:30 AM - 4:30 PM & FRIDAY 8:30 AM - 1:00 PM**

**UNLV- BOYD SCHOOL OF LAW - 4505 S MARYLAND PKWY - LAS VEGAS, NV 89154**

## **REGISTER NOW!**

**[WWW.FMCS.GOV/FMCS-INSTITUTE-REGISTRATION](http://WWW.FMCS.GOV/FMCS-INSTITUTE-REGISTRATION)**

**FOR ADDITIONAL DETAILS CONTACT FMCS AT 202-606-FMCS (3627) OR VISIT  
[WWW.FMCS.GOV](http://WWW.FMCS.GOV)**





## NEW TRAINING COURSES AVAILABLE NOW

FOR MORE INFORMATION AND TO REGISTER FOR COURSES, VISIT [WWW.FMCS.GOV](http://WWW.FMCS.GOV)

COURSE/WORKSHOP	DATE/TIME/LOCATION	FEE	MAIN TOPICS
<p><b>GETTING TO THE BOTTOM LINE: COSTING LABOR CONTRACTS</b> <i>(LIVE WEBINAR)</i></p> <p>This course is being offered online as a two-part live webinar.</p>	<p><b>JANUARY 7 &amp; JANUARY 9</b> 1:00 -2:30 PM EST</p>	<p><b>\$150</b></p>	<p>Costing is an essential tool for everyone at the bargaining table. Costing a contract allows you to compare options, set priorities, make sensible proposals and evaluate trade-offs. Join two of FMCS's most experienced mediators for a lively presentation, discussion and tutorial on this important topic.</p> <p>Instructors: FMCS Commissioners Joe Mansolillo and Jack Yoedt</p>
<p><b>WELL BEGUN IS HALF DONE – PREPARING FOR NEGOTIATIONS</b> <i>(LIVE WEBINAR)</i></p>	<p><b>JANUARY 23</b> 1:00 – 2:30 PM EST</p>	<p><b>\$75</b></p>	<p>Whether you represent the employer or the union, collective bargaining is at the center of the labor/management relationship and preparation is critical. The actions you take and the decisions you make long before that first meeting across the table have a profound effect on the bargaining process and on its outcome. Who will be on the team? What information will you request? How will you determine priorities? Will you survey your constituents? Do you want to have a comprehensive proposal ready on Day 1, or will you present proposals over a period of several meetings? Join us for a discussion of these and many other considerations that will guide the development of your very own pre-negotiations checklist.</p> <p>Instructor: Commissioner Jennifer Disotell</p>
<p><b>FUNNY YOU SHOULD ASK – THE ART &amp; SCIENCE OF ASKING QUESTIONS</b> <i>(LIVE WEBINAR)</i></p> <p>This course is presented in three 90-minute sessions.</p>	<p><b>JANUARY 30, FEBRUARY 6, AND FEBRUARY 13</b> 1:00 -2:30 PM EST</p>	<p><b>\$225</b></p>	<p>Resolving conflict can be challenging. Asking the right questions the right way is a key skill for anyone who wants to be an effective problem-solver in the midst of conflict. In this session, we will look at our thought process in asking questions and others' thought processes in responding. Following this workshop, participants will be able to recognize the interpersonal dynamics that impact conflict interactions, identify and craft the most effective questions to use in conflict resolution, and develop strategies for improving their own inquiry skills. Participants will come away with greater self-awareness about why they ask particular questions, be able to distinguish between curious and helpful questions, and to better identify empowering vs dis-empowering questions. Participants will also learn how to re-frame conflict and deal with difficult behaviors through the use of questions.</p> <p>Instructors: FMCS Director of Education and Training Heather Brown and FMCS Commissioner Valerie Harragin</p>
<p><b>SORRY SEEMS TO BE THE HARDEST WORD: THE POWER OF APOLOGY</b> <i>(LIVE WEBINAR)</i></p>	<p><b>FEBRUARY 20</b> 1:00 -2:30 PM EST</p>	<p><b>\$75</b></p>	<p>Everyone makes mistakes. That's why a good apology is one of the most important tools in workplace communication. Apologizing is an underrated relationship skill that can bring real healing, peace, and stress relief in the face of conflict. But apologizing isn't easy. The feelings aroused by disputes — anger, betrayal, vulnerability — make it difficult for the parties to negotiate rationally. So, what's the best way to say sorry in the workplace? What steps do people need to take for an apology to be sincere? In this online seminar, through discussion, video clips, and famous examples from history, you will learn the six elements that make for an effective apology and come away with tools that will help you heal relationships, build trust, and create a safer and more productive workplace culture.</p> <p>Instructor: FMCS Commissioner Valerie Harragin</p>