



MASB

MICHIGAN ASSOCIATION
OF SCHOOL BOARDS

MASB Labor Relations Services

Resources and custom, in-district services and workshops to assist your board with all aspects of the negotiation process.

Labor Relations Services:

Contract Analysis—The MASB team is available to review your current contract and provide specific recommendations of changes. Depending on your district's needs and budget, MASB can tailor the analysis to various levels of detail—from simply finding and identifying legal issues in the current contract all the way to a complete update and overhaul of outdated language and formatting, comparisons with other districts' contracts and an in-person meeting with your team to discuss potential changes.

Bargaining—We work with your school board and administrators to establish objectives for bargaining and develop strategies to accomplish those objectives. Our Labor Relations attorneys and consultants can serve as the chief negotiators for collective bargaining with the union, allowing administrators to focus on their normal duties. We also assist districts through mediation, fact-finding and unfair labor practice hearings. We offer professional advice in all methods of collective bargaining, including traditional, Win-Win, Mutual Gains and Target-Specific approaches.

Data Collection and Analysis—MASB collects statewide data that can help districts set bargaining goals, communicate with their communities and support priorities at the bargaining table. MASB will gather relevant salary, benefit, revenue, expenditure and demographic data for your school district. We then compile a report that communicates this data through numbers, graphs and charts to assist stakeholders in understanding how your district compares with others and how your situation has changed over time.

Grievance and Arbitration Support—Our Labor Relations attorneys and consultants work with school administrators to help process grievances and manage arbitration, allowing your district administration to focus on their duties at school.

Negotiation Workshops—MASB will design a two- to three-hour program based on your district's needs and contract. This type of workshop is most useful as part of the bargaining preparation process to develop common understandings among board member and administrators. Workshops cover topics such as: the legal process for negotiations, typical union tactics and how to counter them, public relations, establishing and achieving your district's goals, and keeping your team united.



If your board needs assistance in any of these areas, contact MASB Labor Relations staff today!

517.327.5900 or laborrelations@masb.org