

CONSTANGY
BROOKS & SMITH, LLC

200 WEST FORSYTH STREET, SUITE 1700
POST OFFICE BOX 41099 (32203-1099)
JACKSONVILLE, FLORIDA 32202
TELEPHONE (904) 356-8900 • FACSIMILE (904) 356-8200
www.constangy.com
jdickinson@constangy.com

May 1, 2008

VIA E-MAIL PMITCHELL@FLCITIES.COM

Ms. Penny Mitchell
Executive Assistant
Florida Governmental Finance Officers
Association
P.O. Box 10270
Tallahassee, FL 32302

Re: Speaking Engagement Materials

Dear Penny:

Pursuant to your request, we are attaching our material for use as a hand out at the upcoming May 20, 2008, Florida Government Finance Officers Association's 2008 Annual Conference. We look forward to participating in this event.

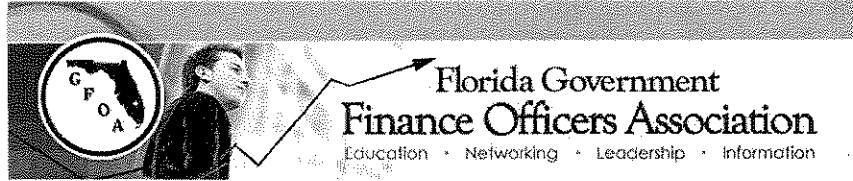
Sincerely,



John F. Dickinson

JFD/pp
Attachment

A Presentation For . . .



2008 Annual Conference

By: John F. Dickinson, Esq.
Jacksonville, FL
jdickinson@constangy.com 904.356.8900

Constangy, Brooks & Smith, LLC
The Employers' Law Firm, Since 1946

May 20, 2008

**Nuts and Bolts of Bargaining
Preparing Your Bag of Tricks**

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Preparation, Preparation, Preparation

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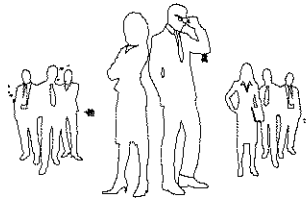
Assess Bargaining Leverages

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Compile Information

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Carefully Select Your “Team”



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Know Your Opponent

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Prepare and Agree to Ground Rules

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Use PERA to Your Advantage

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Control the Drafting of Language

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Bargain from *Your* Proposals

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**Rarely Agree to a Union Proposal
Without Getting Something in Return**

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**Treat Each and Every Management
Proposal as Though it is Important to
You**

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Avoid Agreeing to Legal Concepts

Constangy, Brooks & Smith, LLC
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Carefully Document

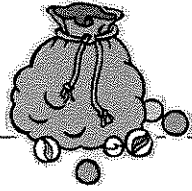
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Do Not Fear the  Word

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Understand When/How You Can Communicate With Bargaining Unit

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You Hold the Bag of Marbles

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Conclusion

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