

OKPELRA

Spring 2026 Training Day

Agenda

8:00 a.m. to 8:45 a.m.	Registration and Continental Breakfast
8:50 a.m. to 9:00 a.m.	Welcome Remarks – Kelly Cox, OKPELRA President
9:00 a.m. to 9:50 a.m.	Oklahoma's Fire and Police Arbitration Act: What the Statute Authorizing Police and Fire Bargaining Actually Says <i>Statutory definitions, representation process, unfair labor practices, required CBA contents, statutory penalties</i>
9:50 a.m. to 10:00 a.m.	Break
10:00 a.m. to 10:50 a.m.	Contract Negotiations: Process and Strategy <i>Statutory time frames for negotiations, bargaining objectives, ground rules, proposals, tentative agreements, finding a deal</i>
10:50 a.m. to 11:45 a.m.	Contract Clauses: Tips for Better Contract Language <i>Management-oriented clauses, expressing intent in contract language, grievance procedure provisions, addressing MOUs</i>
11:45 a.m. to 12:30 p.m.	Lunch and Business Meeting
12:30 p.m. to 1:20 p.m.	Contract Resolution: Interest Arbitration and Election <i>Interest arbitration process in detail, statutory factors for determining LBO selection, election process on LBOs</i>
1:20 p.m. to 1:30 p.m.	Break
1:30 p.m. to 2:20 p.m.	Grievance Arbitration: Contract Interpretation <i>Evidence for contract interpretation grievances, arbitrator analysis of intent of parties in contract language, rules of interpretation</i>
2:20 p.m. to 3:10 p.m.	Grievance Arbitration: Discipline <i>Internal investigations, due process in labor context, just cause definition, Weingarten right, Brady/Giglio issues for police</i>