

Management's Prerogatives & Rights in Michigan

Understanding Bargaining Boundaries, Legal Authority, and Strategic Deployment

Why This Matters

In an era of heightened scrutiny and evolving labor dynamics, law enforcement leaders must assert management authority with clarity, legality, and strategic foresight. This course equips you to do that, while preserving operational agility and ethical integrity.

Course Overview

This training demystifies the lawful and operational boundaries of management authority. Participants will learn how to distinguish between mandatory bargaining subjects and protected prerogatives, deploy model contract language, and defend decisions on Human Performance Management concepts and principles.

Key Topics Covered

1. Terms vs. Conditions for Employment

- Clarify the difference between “terms and conditions of employment” (e.g., wages, hours, discipline) and “conditions for employment” (e.g., licensure, background checks).
- Understand which are mandatory, permissive, or prohibited subjects of bargaining.

2. Management Rights Framework

- Explore precedent and statutory protections for managerial discretion.
- Review of a Model Management Rights Clause and its strategic deployment.

3. Recent Arbitration Rulings

- Analyze current rulings

4. Strategic Clause Construction

- Learn how to shield management decisions from grievance exposure.
- Use emergency language and framing to reinforce lawful authority and ethical intent.

5. Mission, Vision & Ethics Statements

- Understand why these are permissive subjects of bargaining.
- Draft defensible language that avoids triggering negotiation obligations.

Deployment Tools & Takeaways

- Model contract language for Article X: Management Reserved Rights
- Arbitration brief outlines citing past practice and operational necessity

**Tuition: \$145 first \$125 each additional. Please register by
December 10, 2025 CC/Debit Cards, Checks and PO's accepted**

Register online, lower left, email vanmeterassociates@att.net Call 1-800-331-8025 Email vanmeterassociates@att.net to remove your email.