Definition of Collective Bargaining Under ORS 243.650

Performance of the mutual obligation of a public employer and the representative of its employees to meet at reasonable times and confer in good faith with respect to employment relations for the purpose of negotiations concerning mandatory subjects of bargaining, to meet and confer in good faith in accordance with law with respect to any dispute concerning the interpretation or application of a collective bargaining agreement, and to execute written contracts incorporating agreements that have been reached on behalf of the public employer and the employees in the bargaining unit covered by such negotiations. The obligation to meet and negotiate does not compel either party to agree to a proposal or require the making of a concession.

Common Terminology

<table>
<thead>
<tr>
<th>good faith</th>
<th>permissive</th>
<th>mandatory</th>
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<tbody>
<tr>
<td>impasse</td>
<td>final offer</td>
<td>self-help</td>
</tr>
<tr>
<td>proposals</td>
<td>TA</td>
<td>ground rules</td>
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<tr>
<td>UniServ</td>
<td>status quo</td>
<td>ULP</td>
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</tbody>
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Notes

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Peggy Stock
Labor and PACE Services Consultant
Oregon School Boards Association
The Players

Board members, superintendent, administrators, union, employees, consultants, representatives, and Employment Relations Board

Notes
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Bargaining Preparation

Goal setting, anticipating proposals, bargaining positions, external issues, team selection, data collection & review, determining location, and selection of a spokesperson

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Mediation

Declaring mediation, dynamics, supposals, impasse, and final offers

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