Negotiations Flowchart

Bargaining begins → Impasse

Parties may agree to mediation prior to end of 150 days

Petition for factfinding within 30 days of publishing

Factfinding hearing → Accept/reject report → ERB publishes report

Mediation begins → Mediation

Mediator may declare impasse at any time

Within 7 days of impasse, each party submits cost summary, language of offer to mediator

30 day cooling off period begins → 30 day cooling off period ends

Employer may implement → Union may give 10 days notice → Negotiations may continue → Reach agreement