Collective Bargaining

Terminology
Parties
Preparation
Negotiation
Mediation
Implement/Strike

Definition
Terms

The Players
District

Union

ERB
Governor Appoints ERB (4-year term)

ERB
Kathryn Logan, Jason Wayand, Adam Rhynard

Hearings Division
Elections, Unfair Labor Practice, Merit System

Carlton Grew, Julie Reading, Larry Witherell

Mediation, Conciliation Services

State Conciliator
Janet Gillman

Arbitrators, Factfinder Lists

Mediator
Mary Kearney
Mediator
Philip Johnson
**Cyclical Impasse Procedures**

- **Settlement Contract Administration**
- **Negotiations Preparation**
- **Face-to-Face Negotiation**

**Negotiations**

- **Bargaining begins**
- **Impasse**
- **Mediation begins**
- **Impasse after 15 days of mediation**
- **Petition for factfinding within 30 days of publishing**
- **Factfinding hearing**
- **Mediator publishes final offer**
- **Within 7 days of impasse each party submits cost summary, language of offer to mediator**
- **Parties may agree to mediation prior to end of 150 days**
- **Impasse after 15 days of mediation**
- **Mediation begins**
- **Mediation**
- **Accept/reject report**
- **ERB publishes report**
- **Bargaining begins**
- **30 day cooling off period begins**
- **Employer may implement**
- **Union may give 10 days notice**
- **30 day cooling off period ends**
- **Negotiations may continue**
- **Reach agreement**

**Employer notifies union of anticipated changes that result in a duty to bargain**

- **24 calendar days**
- **Union makes no demand to bargain**
- **Employer may implement changes**
- **Parties may mutually agree to continue negotiations beyond 90-day period**
- **Employer may implement proposed changes**
- **Union makes demand to bargain**
- **Parties bargain for 90 days. Ninety-day period begins from date employer sends notice to union**
- **Parties may jointly agree to mediation during 90-day period**
- **90-day period ends**
- **Union may give 10 day notice of date on which strike will commence**

**Negotiations**
Bargaining Prep

Plan

Goals
Bargaining
Positions

Anticipation

External Issues
Relevant

Economic

Location
The Process

Basics

Good Faith
Reasonable Times

Written Contracts

NO Concessions
Table Dynamics

Protocols

Rules

Rule 3
Consider everyone.

Rule 4
Be self-disciplined.

Rule 5
Do not follow in a group.

Rule 6
Be disciplined.

Rule 7
The only rule is work.

Rule 8
Do not try to create and analyse all at the same time. They are different processes.
Minutes

Overview of the March 10, 2016 Regular School Board Meeting

The purpose of this document is to provide an overview of the actions taken by the School Board, capture decisions in the Superintendent, and provide a listing of the workshop plans. For anyone interested in viewing the full meeting, please visit the website listed below.

Board Members in Attendance:
Chairperson Kimball, Vice Chairperson MacKenzie-Akins, and Directors Blanden, Furlow, Green, Johns, and Lee.

The Board approved the following action items:

- The Curriculum Calendar with the exception of item # n (2).
- Consent Calendar item # 4.2013 was deleted and moved on as a separate motion. Motion passed by 4-0-1 vote.

Caucus

Always be polite to people.

Decorum
Initial Proposal

Formatting

Mediation
Declaring

Roles

Dynamics
Self Help

Implement

ON STRIKE
Settlement

Questions

Contact

Peggy Stock
Labor and PACE Services Consultant
Credits

Scrabble – https://www.flickr.com/photos/stigeredoo/11689598
Playbills – https://www.flickr.com/photos/kwantis/3477239936
Chess Board - http://www.morguefile.com/creative/mconnors
Thinking Man - https://www.flickr.com/photos/baltimoredave/4401923926
Budget - http://www.morguefile.com/creative/gracey
Steps - http://www.morguefile.com/creative/quicksandala
Pocket Watch - http://www.morguefile.com/creative/dr_evil
Huddle - https://www.flickr.com/photos/ashleyeley/1120550536
Highlight - https://www.flickr.com/photos/akshayhallur/13263625213
Question Mark - https://www.flickr.com/photos/10557450@N04/6632470867
Faux - https://www.flickr.com/photos/mherting/2644531003

Barber – www.elvispayne.com
Melting – https://www.flickr.com/photos/jacalatire/22922786
Knowing look – https://www.flickr.com/photos/jacalatire/22922786
Folksy barn – https://www.flickr.com/photos/jacalatire/22922786
Final line – https://www.flickr.com/photos/bn_rain/2784879448
Ice cube – http://www.morguefile.com/creative/icecube
Detective – https://www.flickr.com/photos/pawreza/2338752709
Hammer and nails – http://www.morguefile.com/creative/ronnieb
Celebration – http://www.flickr.com/photos/kaeonee/278414002

Roles – www.elvispayne.com
Meeting – https://www.flickr.com/photos/mdgovpics/8157673934
Thinking – https://www.flickr.com/photos/jakecaptive/3205277810
Revolving door – https://www.flickr.com/photos/jfraissi/7441249762
Folded arms - https://www.flickr.com/photos/xlordashx/9438262785
Finish line - https://www.flickr.com/photos/tim_norris/2789759648
Ice cube – http://www.morguefile.com/creative/icecube
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