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# Post-Confrontational Collective Bargaining Models Successful Negotiations: Successful Contracts - Facilitators Useful?

Jonathan Blitz

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Bargaining Team Member

# University Professionals of Illinois (UPI)

- Hierarchy – AFL/CIO > AFT > IFT > UPI
- UPI Local – Bargaining units on at least 6 state university campuses
- At Eastern Illinois University (EIU) 2 bargaining units: Tenured/tenure track (Unit A) and Annually Contracted Faculty + Academic Support Professionals (Unit B)

# Collective Bargaining at EIU

- 1<sup>st</sup> contracts: Unit A (1977), Unit B (1986)
- Until 1996 multiple universities bargained same contract (Board of Governors, BOG)
- State broke up BOG in mid-90s. EIU chapter of UPI has bargained directly with EIU since then

# Pre-2012 Bargaining at EIU

- Traditional bargaining  $\approx 5 \times 2$  contracts (Unit A + Unit B)
- Beginning in 2002 (maybe earlier) a pattern developed:
  - Start early
  - Extend contract
  - Rile up faculty
  - Federal mediation
  - Eventual agreement

# 2012 Interest Based Bargaining (IBB)

- EIU President Perry urges consideration at contractually mandated monthly meeting
- EIU/UPI leadership (President & VP) skeptical, committed
- EIU/UPI active members skeptical, not committed
- Political capital spent

# IBB Experience

- Little things to foster improved atmospheric matter
- Absolutely clear rules/sound algorithm to reach agreement without gaming
- Patience
- Over time rapport rather than division
- In absence of secret agendas process works

# Conclusions

- Successful IBB process: only possible if (nearly) everyone wants it to work
- Long term  $\pm$
- With highly structured process, little room for misunderstanding agreement after the fact
- Without competent, knowledgeable, experienced, neutral facilitator – little chance of success