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Workshop Training: Collective Bargaining and Labor Relations for New Administrators and Labor Representatives

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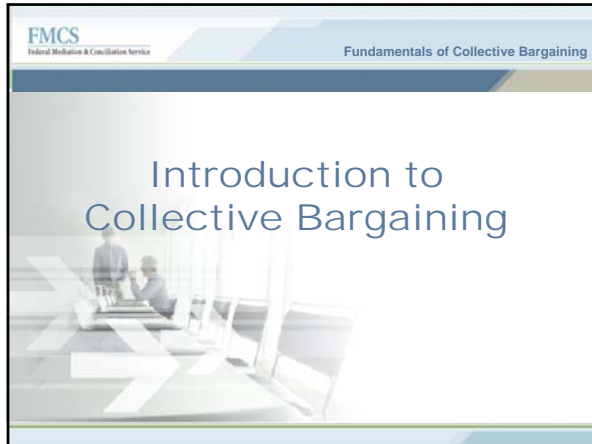
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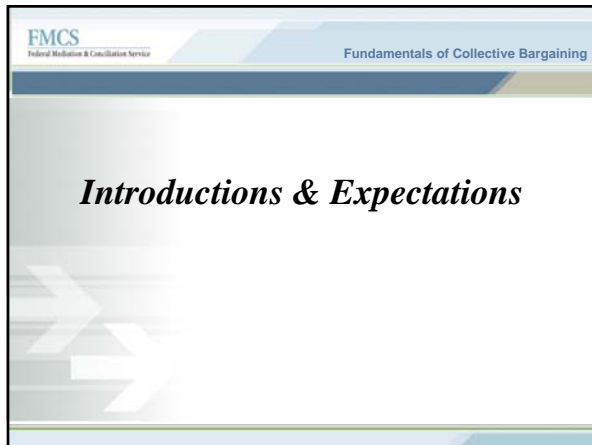
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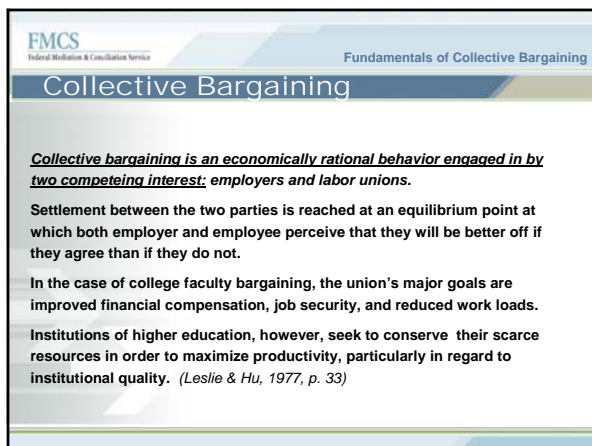
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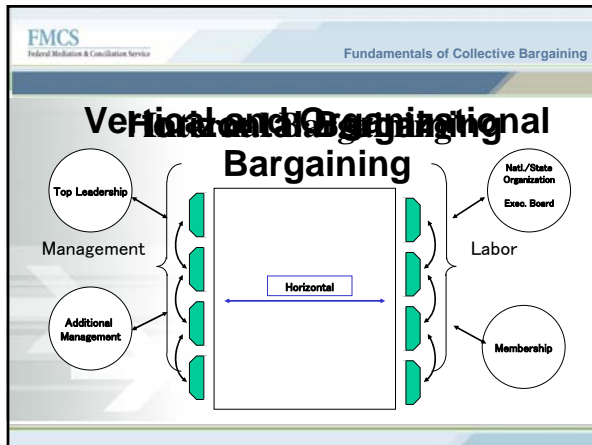
Fundamentals of Collective Bargaining

Definition of Collective Bargaining

The performance of the mutual obligation of the employer and the representative of the employees to:

- meet at reasonable times
- confer in good faith

Section 8[d] of the National Labor Relations Act



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Fundamentals of Collective Bargaining

What's covered by an academic collective bargaining agreement?

- **Wages**
 - Compensable benefits
 - Merit
- **Hours (workload)**
 - Assignment of duties
- **Other conditions of employment**
 - Evaluation
 - Facilities

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Fundamentals of Collective Bargaining

Framework for Collective Bargaining

- **Notices to bargain**
- **To meet at reasonable times**
- **Good faith bargaining**
- **Confer in good faith**
- **Mandatory, permissive, illegal subjects**

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Fundamentals of Collective Bargaining

When Bargaining Is Required

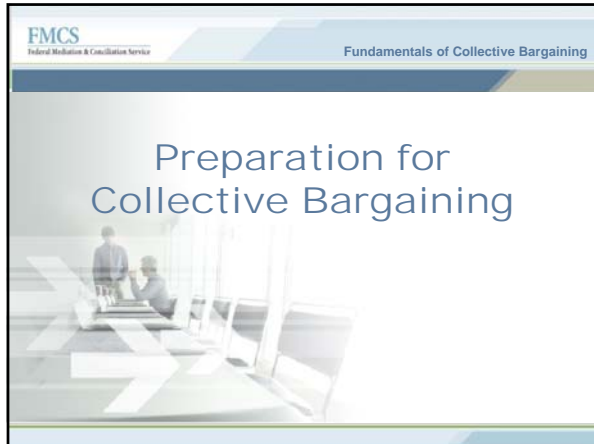
- **Initial Contracts**
- **Renegotiations**
- **Reopeners**
- **Effects**

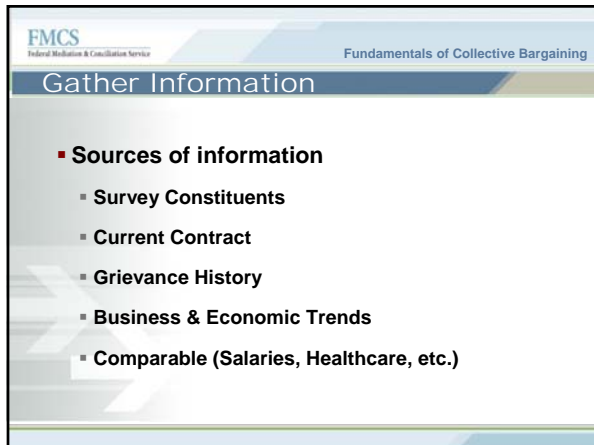
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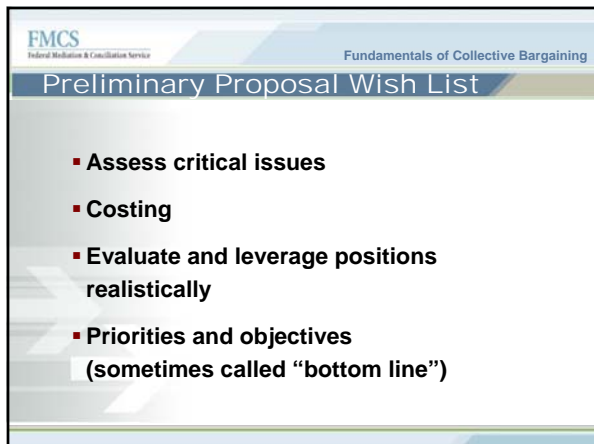
Fundamentals of Collective Bargaining

Steps of Negotiations

- **Pre-Bargaining**
- **Bargaining**
- **Post-Bargaining**







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Logistics and Administrative Issues

- **Send proper notice**
- **Develop internal target dates for bargaining objectives**
- **Public relations and image issues**

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Establish and Prepare Team

- **Identify lead spokesperson and other roles**
- **Review meeting protocol to be adopted at the table**
- **Role of team**
- **Role of chief spokesperson**

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Joint Sessions



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Preliminary Meeting

- **Schedule**
- **Ground Rules**
- **Roles**
- **Confidentiality**

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First Meeting (Initial Presentations)

- **Opening Statement**
- **Initial Proposal Exchange**
- **Information Requests**
- **Housekeeping**
- **Update Bargaining Calendar**

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Early Meetings

- **Process is underway**
- **Types of meetings:**
 - **Joint sessions**
 - **Caucuses**
 - **Sidebar discussions**

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Middle Meetings

- Typically begin to make movement on minor issues
- Packaging & Trading
- May begin to target economic issues

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Closing Meetings

Focus is usually on major economic issues

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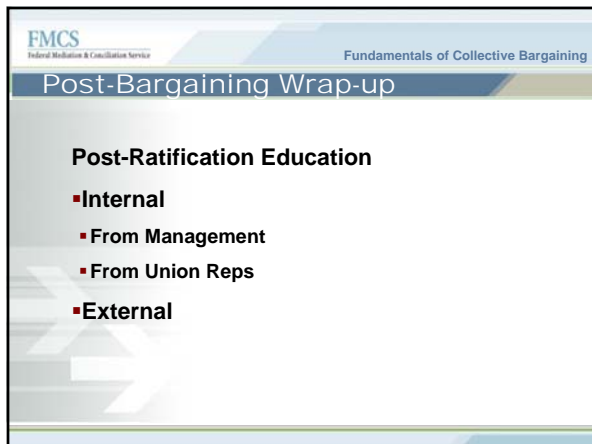
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Settlement and Ratifications

- Tentative Agreement (TA)
- Wrap-Up
- Aftermath of Negotiations







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Completion w/o Recommended Offer

- **Last Best and Final Offer (LBFO)**
- **Schedule another meeting**
- **Mediation or other 3rd party involvement**
- **Continue working under the existing CBA with a contract extension**
- **Some form of job action**

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Possible Third Party Interventions

- **Fact-finding**
- **Mediation**
- **Interest arbitration**

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Group Simulation
