

EDU 5721
Collective Negotiations
Professor Hughes

Federal Law

State Law

Contract Language - clear unambiguous

Litigation = ambiguous language works against the party
that proposed.

Practice

District Wide
Consistency Prevailing

Negotiation Process = State Law

NY = Taylor Law

CT = Teacher Neg Act (Admin. Teachers)

Identify Subjects of Bargaining

Mandatory Bargaining, Non-Mandatory, Prohibited

Ground rules = enforce Good Faith Bargaining and how the parties will work. Parties tentatively agree. They shake hands on it and then bring it back to their members for Ratification. This is where the parties either accept or reject the settlement by voting on it.

Bargaining teams = x of members of people from represented levels and schools

Spokesperson + designated to speak officially at the table for their party

Caucus = team takes a break

Teacher salaries = scatter gram or Teacher Experience Grid – people on their steps to determine cost.

Increment or step cost = the cost of advancing all teachers not on the maximum step to the next vertical level.

“Getting to Yes” Book that deals with an approach to resolving negotiations.

Style of bargaining can get in your way.

Distributive bargaining – win/lose zero sum = Positional bargaining

Integrative bargaining – win/win

Interest based bargaining

No positions

= Problem solving

No proposals

Soft bargainer = may lose their shirts. Do not want to buck the system. Soft on people, issues. They are looking for a simple answer to complex problems. Relationships are most important.

Hard negotiator = usually dry by. View the party as adversary. Have a hard time being beaten by a “girl”. Bury them with request for information.

Style and bargaining is perceived in different ways. Your bargaining may or may not help to solve problems.

Indemnity = no annual premium

No limits- unaffordable dinosaur

Sunday, February 11, 2007

Spokesperson

Scribe

Business

Managing - keep track of each side Table - issues table. Changes in the contract is bold and italic. Deleted language is bracketed.

What are the issues? What do you want to change?

Salary, contract language and issues.

Listen to each other.

Were the issues and proposals reasonable.

Don't forget to caucus.

Side letters of agreement. May want to study the issue or we're going to do it just for one year. Have to strict timeline and goals, structured.

More steps, more money.

Three digital copies of this spread sheet.

Three years.

First year

Second year

Move everyone up another step and apply the money to that.

Each year have to move everyone up.

Each year note the dollar figure.

Third year

The same

Compare each year.

20 million dollars is the starting budget.

10% is 2 million

1% is 200,000

.1% is 20,000

What does one day equal to?

400 teachers x 50,00 divide by 185

