



A Step-by-Step Guide to How Labor Negotiations Work:

Collective bargaining is the process in which the university and the union negotiate the terms and conditions of employment for workers represented by the union. The result is a mutually agreed upon collective bargaining agreement (CBA) which outlines the terms and conditions of employment for those covered workers.

Labor negotiations often follow these steps:

1**Preparation for Negotiations:**

The union and university each designate a bargaining team to represent them in negotiations. Each team analyzes the current CBA to identify those areas they want to propose changes to, gathering input from their stakeholders on potential proposals.

2**Negotiations Commence:**

Each party presents their proposals to modify the CBA during negotiating sessions.

3**Bargaining and Compromise:**

Through several rounds of bargaining, the parties engage in discussions, share responses to proposals, and seek to reach a compromise agreeable to both sides.

4**Agreement:**

Once the parties have agreed on all terms, a final written agreement is drafted outlining the terms and conditions of the CBA.

5**Ratification:**

The final agreement is presented to the respective parties. The union will ratify the contract as determined by their internal process rules either by vote or another approval process. The University will then sign the agreement.

6**Implementation:**

After ratification, the agreed upon CBA goes into effect.

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Administration: Both parties are responsible for implementing the terms of the agreement and monitoring compliance. Any issues or disputes will be subject to grievance procedures outlined in the CBA to resolve conflicts.

8**Renegotiation:**

Labor agreements have a finite duration, after which they must be renegotiated and the process begins again to reach a new agreement.