Cycles of Success

Negotiations Discussion Issues Outline

I. Preparing for Negotiations
   A. Selecting the negotiating team
   B. Gathering information
   C. Setting and prioritizing goals
   D. Deciding on an approach to negotiations

II. The Responsibility and Duty to Bargain
    A. The scope of negotiations
    B. Good faith bargaining
    C. Furnishing information

III. Improper Practices
     A. Employer improper practices
     B. Union improper practices
     C. Improper practices procedures

IV. Pressure Tactics and Strikes
    A. Pressure tactics
    B. Strikes under the Taylor Law

V. Impasse and Impasse Resolution
    A. Mediation
    B. Fact-finding
    C. Conciliation
    D. No final resolution

VI. Contract Ratification and Execution
    A. Contract ratification
    B. Legislative approval
    C. Contract execution

VII. Compensation
     A. Salaries
     B. Negotiating salaries
     C. Payroll deductions
     D. Cost of living adjustments
     E. Inflation and consumer price index
     F. Alternative approaches to compensation
VIII. Employee Benefits
   A. Health Insurance
   B. Employee Welfare Funds
   C. Tuition Waivers
   D. Tuition Grants
   E. Life Insurance
   F. Workers' Compensation

IX. Leaves of Absence
   A. Sick leave
   B. Personal Leave
   C. Vacation
   D. Unpaid leave
   E. Child-care leave
   F. Family and Medical Leave Act
   G. Other leaves

X. Retirement Benefits
   A. Retiree health insurance
   B. Early retirement incentives
   C. Retirement bonus
   D. Tax-sheltered annuities
   E. Public retirement systems

XI. Educational Program
   A. Program
   B. Time in school
   C. Professional duties
   D. Staff evaluation
   E. Professional development
   F. Assignments and transfers
   G. Staffing levels

XII. Employment Issues
   A. Hiring and vacancies
   B. Layoff and recall
   C. Probation and tenure
   D. Discipline
   E. Personnel records
   F. Indemnification
   G. Dress code
   H. Drug and alcohol testing
   I. Safety and health
XIII. Labor Relations
   A. Bargaining unit definition
   B. Grievance procedure
   C. Management rights
   D. Union rights
   E. Negotiations for the next agreement

XIV. Technical Provisions
   A. Duration clauses
   B. Reopener clauses
   C. Sunset clauses
   D. Zipper clauses
   E. Maintenance of Standards clauses
   F. Supremacy clauses
   G. Savings clauses