

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