
Strategies Steps to Win a Collective Bargaining Agreement



Keep it simple!

Step 1

- **Get your initial organizing team together and identified.**
- Someone from each building, if possible. (More if the building is big).

Step 2

- **Map Your Sites**
- Have a rep or someone you know map the building or worksite.
 - o Assess their support of collective bargaining, who does or does not support CB? (Add a notation if they are a member or not).
 - o Who is trusted and respected? Just ask people.

Step 3

- **Build Your Team**
- Continue to build your team, pull more people into the team,
- Once your organizing team is established have them establish:
 - o Benchmarks to win recognition.
 - o Goals.
 - o Tactics to build density of support for collective bargaining.
 - o Identify community stakeholders.

Step 4

- **Test**
- Run a test to see if your team can get people to move.
 - o Sticker up (how many schools will wear a sticker and report back on the number that wear a sticker).
 - o Petition that your leads circulate.
 - o Whole group pictures.

Step 5

- **Cards**
 - o If you have a majority that have/can act, then run them move to get cards filled out.

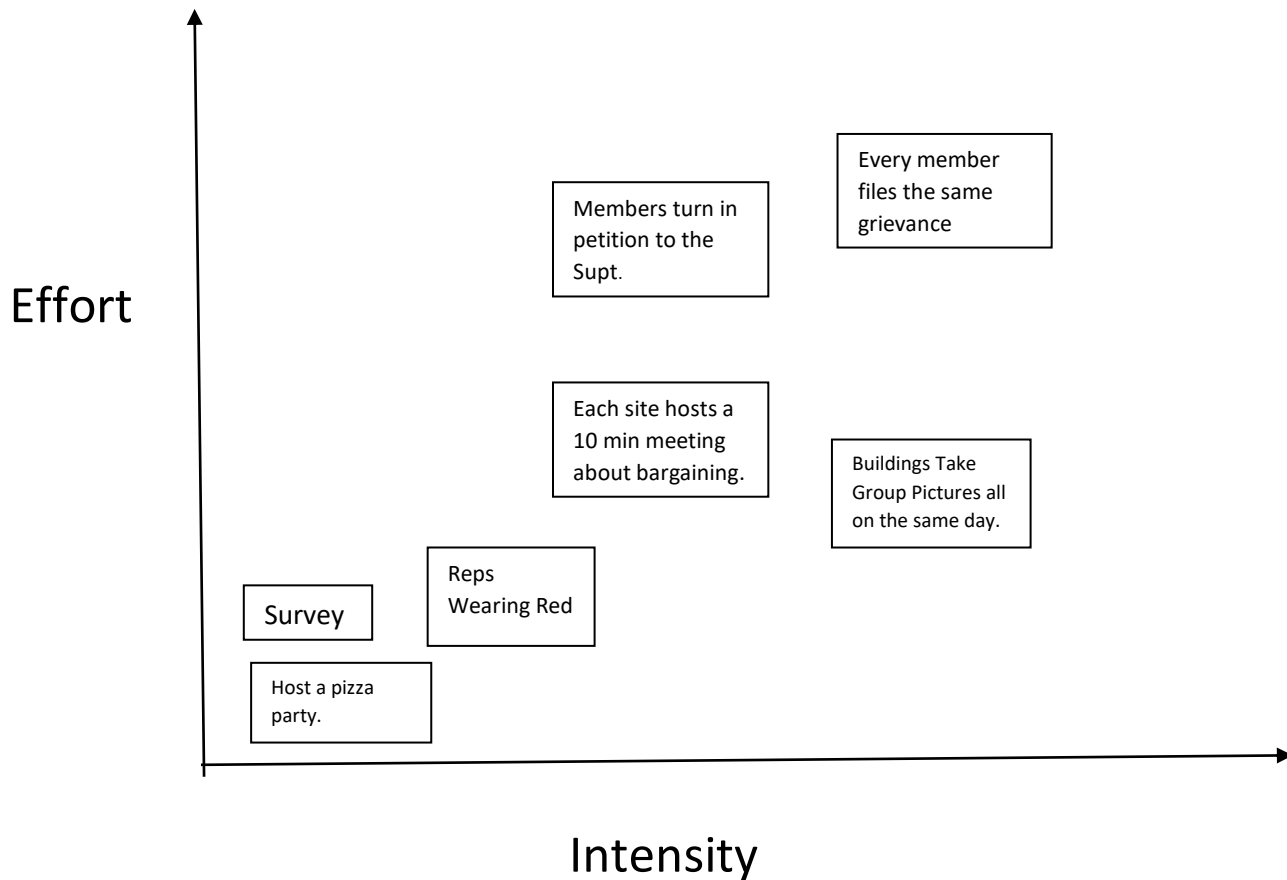
Step 6

- **School Board**
- How to get your school board to vote on collective bargaining.
 - o Have your organizing team lobby your board members.
 - SB can vote to approve an ordinance outlining the local CB process.
 - If the school board has not moved to approve an ordinance, you can file authorization cards. This gives the district 120 days to consider the employee request.

What does power actually look like?



**Effort (# of members involved) +
Intensity (how difficult is the task)
= Amount of Power**



Phases of Bargain Readiness



Phase 1 is the lowest metrics of readiness.

The steps above will help you make the jump from Phase 3 to Phase 4.

BARGAINING RUBRICS

PHASE I

- ___Has no formal meetings
- ___Occasionally sends new bargaining team members to training
- ___Files and maintains research information on neighboring districts data regarding salary, benefits and working conditions
- ___Occasionally communicates research data to members
- ___Association president deals with complaints
- ___Occasionally attends school board meetings

PHASE II

- ___Presents salary proposals and other ideas to board and superintendent
- ___Informally talks to the building reps to determine recommendations from the members
- ___Communicates to members recommendations made to the board
- ___Association president presents problems to board or superintendent
- ___Building res or other designated person(s) attends board meetings. Makes occasional presentation to the board.
- ___Has occasional training sessions in bargaining

PHASE III

- ___Has board policy which allows meet and confer sessions in which recommendations by the association are discussed.
- ___Attends regional informational training sessions (negotiations surveying, listening campaigns, budget, research)
- ___Surveys members on locally developed form.
- ___Publishes annual recommendations and reports results of bargaining survey
- ___Has a grievance procedure in board policy that allows a grievance to go all the way to the board.
- ___Has a Professional Rights and Responsibilities Committee
- ___Attends board meetings
- ___Addresses board as needed
- ___Reports on board meetings to members

Phases of Bargain Readiness



PHASE IV

___ Bargains in formal meetings as the exclusive representative with a team from the board and administration.

___ Association team has been trained on the various styles of bargaining and is able to negotiate the style they use, i.e., positional vs. interest based.

___ Association team is organized with a notetaker, presenter/specialists, chief negotiator and observer(s)

___ The team engages in annual bargaining training complete with verbal skills, contract language writing, bargaining behaviors, crisis training

___ Surveys members and conducts listening campaigns to address the issues of members

___ Uses budget analysis comparative data (salary rankings, school calendar information from other districts, etc)

___ Costs out proposals by using current scattergram information provided by the district.

___ Begins bargaining with district by January or February at the latest even if salary issues are delayed.

___ Reports on status of negotiations and contract by some means of communication.

___ Is developing some language to go into a first bargained contract.

___ Has developed a grievance committee to become educated and watchdog contract violations.

___ Attends board meetings

___ Has option of inclusion on board agenda; reports to members.

___ Communicates with local political officials as needed (letters, calls, visits).

___ Has acquired everything in layer one of the bargaining pyramid in a first contract.

PHASE V

___ Bargains as exclusive rep in regularly scheduled meetings.

___ Conducts ongoing training in bargaining and contract maintenance.

___ Association team is sophisticated and trained with a mix of new and veteran members.

___ Association actively seeks and recruits potential bargaining team members

___ Association team routinely surveys and gathers information from members in buildings well before bargaining begins.

___ Association team routinely uses varied means of communication to inform the

members of the current issues and the association's progress on them.

___ Acquires and uses budget analysis comparative data.

___ Has a way and means to cost the proposals that the association makes and the district's counter proposals.

___ Has a written rationale for each proposal and can make a solid argument based as trained in argumentation training.

___ Has a fully trained and ready to jump into action crisis team that works in conjunction with the bargaining team.

___ Publishes a communiqué after every bargaining session about the general movement on proposals.

___ Has all components of the Layer one in the bargaining pyramid and is working to acquire items in layer 2