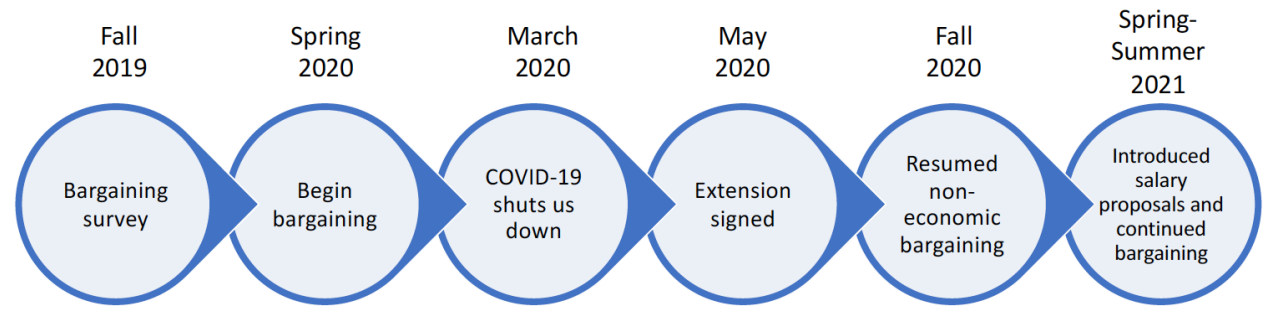


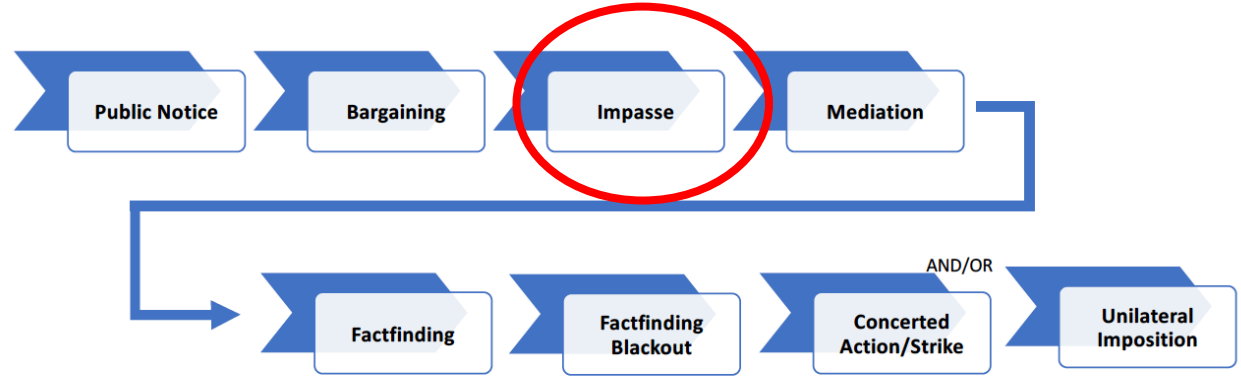


Bargaining Timeline





Bargaining Process



Impasse



- Declared September 30
- “the parties have reached a point in meeting and conferring at which their differences in positions are such that further meetings would be futile” (Govt. Code sec. 3562(j))
- CA Public Employment Relations Board considers:
 - Number and length of negotiating sessions
 - The extent that counter proposals were made and discussed
 - Extent of agreed upon issues
 - Extent of unresolved issues

Mediation



- State Mediation and Conciliation Service assigns mediator
- Mediator meets individually with both parties
- If mediation cannot produce a settlement, then the process moves on to fact-finding

Fact- finding



- 3-person panel (CFA rep, CSU rep, neutral 3rd party) listens to presentations from both sides
- Panel issues a non-binding majority report that states findings and recommends resolution
- 10-day “cooling off” period
- Report shared publicly
 - Meant to exert the power of public opinion on the sides to reach agreement.



Imposition/ Concerted Action



- If parties still cannot reach agreement:
 - Management can impose it “last, best, and final offer”
 - CFA can engage in concerted actions to apply pressure to management



How can
you help?



- Join CFA
- Sign a “Commitment Card” to become involved with our local chapter