

Faculty & Academic Staff Collective Bargaining Process Written Summary of Information in Flowchart

- 1) Creation of Bargaining Units (BU)
 - a) The Legislature passed enabling legislation establishing the potential for the formation of 31 bargaining units (BU).
 - i) 2 or more BUs could vote to combine - would require 30% petition and then majority vote in an election of voting members

- 2) Interested Labor Organizations may petition to represent each BU – The first Organization would need a 30% showing of interest. Each additional Organization would need a 10 % showing of interest.
 - a) If there is only one qualified Labor Organization on ballot, ballot will contain one question
 - i) “Shall the employees participate in collective bargaining?” Yes vote requires a majority of voting employees
 - b) If there is more than one qualifying Labor Organization on ballot, ballot will contain two questions
 - i) Question 1 “Shall the employees participate in collective bargaining?”
 - a) Yes (requires majority of voting employees) – votes for question 2 are then counted
 - b) No – votes for question 2 are not counted
 - ii) Question 2 “If the employees participate in collective bargaining...which labor organization should represent?”
 - a) Labor Organization wins by majority
 - b) No labor organization wins by majority
 - (a) Potential run-off election

- 3) If parties vote to organize and when representation is determined, negotiation of the first collective bargaining unit agreement(s) may begin.