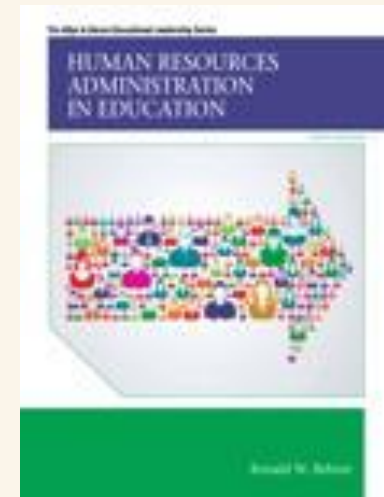


CHAPTER 9: Collective Negotiations

Human Resources Administration in Education

Ronald W. Rebores



Historical Perspectives

Collective bargaining in the private sector

Taft-Hartley Act

1. Refusing to bargain collectively with an employer
2. Causing an employer to discriminate against an employee who was refused membership in a union or expelled from a union.
3. Engaging in secondary boycotts, which is exerting pressure on an employer not directly involved in a dispute.
4. Causing an employer to pay for services that were not rendered.
5. Engaging in a conflict between two or more unions over the right to perform certain types of work.
6. Charging excessive or discriminating initiation fees.

Historical Perspectives: Cont.

Collective bargaining in the private sector

Landrum-Griffin Act

1. Repealed the requirement that union officials take a non-Communist oath
2. Give states authority over cases outside the jurisdiction of the NLRB
3. Prohibited picketing by a union when a rival union has been recognized to represent employees or an NLRB election has taken place within twelve months.
4. Guaranteed the right of a striker to vote in union representative elections for twelve months.
5. Prohibited agreements by which employees seek to bring economic pressure on another employer by refusing to handle, sell, use, or transport his products.
6. Authorized union shops in the construction industry and required membership after seven days of employment rather than the traditional thirty days.

Historical Perspectives: Cont.

Collective Negotiations in the Federal Government

Collective Negotiations in Local and State Governments

Model Board of Education Policy on Collective Negotiations

Recognition and Bargaining Unit Determination

- Who represents whom?
- Possible Bargaining Units:
 1. Certificated educators exclusive of supervisors and administrators
 2. Building level administrators
 3. Subject matter coordinators
 4. Administrative assistants and clerks
 5. Cooks and cafeteria workers
 6. Bus drivers
 7. Custodians
 8. Maintenance workers

The Scope of Negotiations

“Scope of negotiations refers to those matters that are negotiable”.

The Bargaining Process

- The Negotiating Team
- Developing Strategies
- Setting the Ground Rules
- At-the-Table Sessions
- Third Party Negotiations

Impasse Procedures

- Mediation
- Fact Finding
- Arbitration
- The Federal Mediation and Conciliation Service

Work Stoppage Strategies

- The Scope of Strikes
- School Employee Strike Tactics
- Administrative Strategies

Administration of the Master Agreement

- The Provisions of the Agreement
- Implementing the Master Agreement
- Labor-Management Relations Committee
- Collaborative Bargaining