Eastern’s Administration Bargaining Team and the Associated Academic Professionals (AAP) Bargaining Team, representing the faculty union at EOU, participated in a two-day training for Interest-Based Bargaining (IBB) on Friday, November 8, and Saturday, November 9. According to the Federal Mediation and Conciliation Service, IBB is a process that enables traditional negotiators to become joint problem-solvers. It assumes that mutual gain is possible, that solutions which satisfy mutual interests are more durable; that the parties should help each other achieve a positive result. For more information, please see:

<http://www.fmcs.gov/internet/itemDetail.asp?categoryID=131&itemID=15804>

Eastern’s team consists of OUS Associate General Counsel Brian Caufield, Steve Adkinson, Sarah Witte, Lara Moore, Art Doherty, and Jacque Naegle. AAP’s team consists of Donald Wolff, Shaun Caine, Joe Corsini, Elwyn Martin, Abel Mendoza, and DeAnna Timmermann. Interim Chancellor Melody Rose appointed Mr. Caufield to serve as Chief Negotiator for Eastern because of his labor background and because Eastern’s financial situation may require Provost Adkinson’s time and attention to be diverted from the negotiations.

Because we began negotiating ground rules, identified issues, and actually began bargaining an article, the bargaining clock started, which means the parties have 150 calendar days to complete contract negotiations. If contract negotiations are not completed at the end of the 150 days, either party can request to enter into mediation.

The teams reached agreement on a ground rule for Communication:

Communication: All active mass communications (including websites) shall be joint, transparent, and consistent with the understandings which were arrived at during IBB.  Any data used to arrive at an understanding will be included.

Two Tentative Agreements were also reached:

1)  The current 2011-13 contract expired June 30, 2013.  Through a tentative agreement, the parties agreed to extend the terms and conditions of the expired contract through midnight June 30, 2014 or until a successor agreement is reached, whichever occurs first.

2)  The parties also agreed, by virtue of a tentative agreement, to continue the traditional practice of faculty unions within the OUS and agree to the terms of the health insurance language agreed to between the OUS and SEIU. This agreement maintains a 95/5 employer/employee contribution split through plan year 2014. For plan year 2015, there is an opportunity for the contribution split to be 97/3 if 95% of the statewide DAS/SEIU bargaining unit has an opportunity to select from two plans. This may or may not occur, but if it does not, then the 95/5 contribution split will be maintained for plan year 2015.

Article 1 Bargaining:

The teams began negotiating "Article 1:  Recognition" and agreed to take it up again at the next bargaining session.

The teams also identified many issues to be addressed in bargaining the successor agreement.

Next Bargaining Session:

The two teams agreed to meet again to continue IBB negotiations Thursday, Nov. 21, from 3:00 to 5:00 pm in IH 201 and again on Friday, Nov. 22, from 8:00 to 10:00 am IH 201. The sessions may be extended those days by mutual agreement.

Agenda:  The agenda for the next sessions includes finishing ground rules, finishing Article 1, finishing housekeeping (editing the current contract for accidental errors of fact or formatting consistency).  The Chief Negotiators for each team were charged with organizing the many bargaining issues identified in the first session according to commonality of focus.