EOU's Administration Bargaining Team and the Associated Academic Professionals (AAP) Bargaining Team, representing the faculty union at EOU, participated in two two-hour negotiating sessions, April 1 and April 2, 2014. These sessions were again conducted following Interest-Based Bargaining (IBB) processes and procedures.

EOU's team consisted of OUS Associate General Counsel Brian Caufield (Chief Negotiator), Lara Moore, Sarah Witte, Art Doherty, and Jacque Naegle. AAP’s team consisted of Donald Wolff (Chief Negotiator), Joe Corsini, Scott McConnell (April 1 only), Abel Mendoza, Ken Watson, DeAnna Timmermann (April 1 only), and Karen Bartholomew, AAP’s AFT Representative.

The first session focused on Article 10: Salary, each side presenting Options (capital letters indicate IBB Problem Solving Steps) to address the Salary question for a three-year contract. (A three-year contract is an option not yet finalized; we have in the past worked with two-year contracts.) The Administration’s team presented three Options, while the AAP team presented four, so there were seven Options altogether. Then the teams began Evaluating the Options based on previously identified Interests: Institutional Sustainability, Equitable Sharing of the Financial Burden, Recruitment and Retention of Faculty, Positive Perceptions in the University Community, Moving toward Competitive Salaries with EOU’s Comparators, and Solvency and Viability. The teams evaluated the first of the Administration team’s Options.

In the second session, the teams finished Evaluating the first Option presented by the Administration’s team. Then the two teams began Evaluating the first Option presented by AAP’s team. Midway through that process the teams caucused and upon return agreed that each team would present one or two Solutions at the next sessions, taking into account the discussion of Interests in Evaluating two of the seven Options. This next step, moving from an examination of many Options to an Evaluation of fewer but specific Solutions, was approved by consensus by both teams. Thus, the next sessions will focus on Solutions of the question of Salary. Both teams acknowledged this as progress in negotiations.

It was noted that April 7, 2014 is the end of the 150 days allotted for bargaining, once negotiations have officially begun. The teams acknowledged that bargaining can continue by mutual consent beyond the 150 days allotted. Both the AAP team and the Administration’s team agreed to continue bargaining April 8 and 9 and may continue beyond those dates.

The next scheduled bargaining sessions are listed below. The teams may set additional bargaining sessions for the ensuing weeks when they meet the week of April 7.

April 9, Wednesday, 3-5, Alumni Room, ACK

April 10, Thursday, 10-12, Alumni Room, ACK