LABOR NEGOTIATION PROCESS

**Sunshining**
Approval of bargaining proposals in an open (public) meeting of the Board of Trustees.

**Bargaining**
Management and labor attempt to reach agreement.

**Mediation**
PERB appoints a mediator from the State Mediation & Conciliation Service (SMCS). The mediator works with both parties to reach an agreement. If an agreement cannot be reached, the mediator refers the parties to fact-finding.

**Impasse**
One or both parties petition the California Public Employment Relations Board (PERB) to certify impasse (the parties cannot come to agreement on their own). If PERB certifies an impasse, the negotiations go to the next stage.

**Fact-Finding**
A panel of three (one neutral and one representative from each party) review the proposals, reasoning and receive supporting documents. Parties may reach agreement. If not, the fact-finder releases a report.

**Fact-Finder’s Report**
Findings that may be used to reach an agreement. The report remains confidential for 10 days. After that, the report is made public. During this time, or at any point after, the two parties may reach agreement.

**Last Best and Final Offer**
If no agreement can be reached, the university may impose its last offer at the bargaining table.

At this stage in the process, the labor group may engage in concerted activities, including strike action.

**AGREEMENT**