

# STAGES OF COLLECTIVE BARGAINING

What happens before a strike?

## Negotiations

Two sides come together to try to agree on a contract.

## Impasse

- A deadlock in the bargaining process.
- The parties are no longer willing to make movement.

## Mediation

- A state board appointed mediator works with parties to reach an agreement.
- Goal of mediator is to encourage a settlement not take a side.

## Fact-Finding

- Panel of 3: someone appointed by the union, someone appointed by district, and a neutral third party.
- Both sides present at a formal hearing.
- Panel deliberates and issues a report that is non-binding.
- The district has the option to impose their last, best offer.
- A district imposition gives the union the right to...

**STRIKE**