

BARGAINING IS OVER...NOW WHAT?

Top Ten Tips to maximize your wins and set yourself up for success next time around.

1. Enforce short-term and long-term deadlines.

- ✓ Pay rate and premium increases
- ✓ Retro payments
- ✓ Implementation of operational or policy changes on fixed timelines

2. Trust, but verify.

- ✓ Were your members paid accurately?
- ✓ Have you requested all relevant documents?
- ✓ Have you looked at timing, rate changes, lump sum payments?

3. Adhere to grievance timelines.

- ✓ Be vigilant and proactive
- ✓ Appoint a grievance coordinator for short-term enforcement
- ✓ Shared calendars are your friend

4. Consider a bargaining team debrief.

- ✓ What worked well (strengths)
- ✓ What did not (weaknesses)
- ✓ Lessons learned – strategy, process, team, data, engagement (opportunities)

5. Organize your bargaining history.

- ✓ Bargaining notes will win you cases ten years from now
- ✓ Compile full set of union and employer proposals with any notes
- ✓ Beware of what bargaining history hides in your email and your lawyer's email

6. Identify priorities you did not get that you may want to revive.

- ✓ What did you let go of and say – we'll try for this again next time?
- ✓ Identify all initial proposals you made but did not achieve
- ✓ Distinguish those "hard no" items from those that got traction

7. Identify new and existing terms to build upon.

- ✓ Areas of incremental growth, e.g., premiums and differentials
- ✓ Safety and workload protections

8. Leadership development.

- ✓ Continuity of leadership – maximize institutional knowledge
- ✓ Succession planning – identify, develop, and train emerging leaders

9. Data development.

- ✓ Stay informed of existing and potential comps, PERC decisions, employer stats
- ✓ Learn from and share with sister locals – a rising tide raises all boats
- ✓ Strategic use of information demands

10. Contract enforcement.

- ✓ You bargained a strong contract, now enforce it!
- ✓ Your grievance and arbitration process – know it, use it
- ✓ Maintain file of grievance settlements, LOAs/MOUs, arbitration decisions and awards

