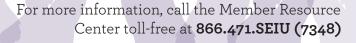


The Bargaining Process

The President, Vice President (VP) for Bargaining, VP for Organization/ Representation and VP Secretary/Treasurer are elected by the membership. • District Bargaining Unit Representatives (DBUR)/Classification Bargaining FI FCTION Unit Representatives (CBUR) are elected by their represented members and comprise the Statewide Bargaining Advisory Committee (SBAC). • The 9 Units elect their Bargaining Unit Negotiating Committees (BUNCs) including the Chair, Vice Chair and Alt. Vice Chair from their SBAC. • Local 1000 teams of staff and member leaders develop a town hall schedule **TOWN HALLS** and the statewide bargaining survey to identify bargaining issues. **AND SURVEY** The BUNC and statewide leadership take those identified bargaining issues and use them to compose bargaining priorities and proposals. Each Unit BUNC negotiates its identified unit-specific issues at an individual **BARGAINING** table; at the same time the Master Table, comprised of leadership and each Unit's Chair negotiate the identified master table issues. The 9 Unit BUNCs and the Master Table reach agreements on all issues **TENTATIVE** after negotiating over the identified Union proposals and the State's priorities; this Tentative Agreement (TA) cannot be modified without **AGREEMENT** reopening negotiations. The SBAC and member-comprised Worksite Actions Teams hold meetings MFMRFRSHIP AND with our statewide membership for a vote on whether to ratify the TA. • Both houses of the legislature vote on whether to ratify the TA, once STATE RATIFICATION approved it must be signed by the Governor.







• Once the Tentative Agreement is ratified it becomes a binding Memorandum