

PERSONNEL

Collective Bargaining

The Board believes strongly in the concept of a transparent government. The Board believes that the Legislature has stated its beliefs about the importance of transparent government through the Open Public Meetings Act, Chapter 42.30, which states, "The people of this state do not yield their sovereignty to the agencies which serve them. The people, in delegating authority, do not give their public servants the right to decide what is good for the people to know and what is not good for them to know. The people insist on remaining informed so that they may retain control over the instruments they have created."

The Board recognizes that collective bargaining agreements are among the most expensive contracts negotiated by the district, and that both taxpayers and employees deserve to know how they are being represented during collective bargaining negotiations.

Board believes that to avoid the potential impression of secret deal-making and to reduce the amount of misinformation during bargaining:

- A. All bargaining sessions involving collective bargaining negotiations between the district and any of its labor unions should be open to the public. Opening collective bargaining negotiations to the public does not mean that the public will participate in the negotiations, nor will the public be allowed to speak, contribute, or provide input during the negotiations and may be removed if they disrupt negotiations. Public observance of collective bargaining contract negotiations will not preclude bargaining representatives of both sides from meeting (i) separately and privately to discuss negotiating tactics, goals, and methods and (ii) separately and privately for dispute resolution purposes (e.g. mediation).
- B. All documents exchanged between the parties involved in the negotiations – both district and labor union - should be made immediately available to the public via a website maintained by the district.

The Board recognizes that both sides must be willing to participate in open bargaining and directs administration to proceed with closed bargaining should any bargaining group be unwilling to jointly conduct open bargaining or to post exchanged documents.

The Board encourages and promotes a good and fair working relationship with the district staff. The Board recognizes the right of public staff to join labor organizations of their own

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choosing and to be represented by such organizations in the negotiations of such matters and according to such procedures as may be required by law or agreement of the parties.

The Board will engage in collective bargaining with the properly designated bargaining units and will abide by collective bargaining agreements reached with such properly designated bargaining units.

The negotiator of record to represent the district will be recommended by the superintendent to the Board of Directors and may be either the superintendent or a designee. The chief negotiator will advise and inform the Board regarding negotiations' progress and will negotiate within parameters established by the Board. Any agreements reached by the chief negotiator shall not be binding unless formally approved by the Board.

Legal Reference: [RCW 41.56](#) Public Employees' Collective Bargaining
 [41.59](#) Educational Employment Relations Act
 [42.30](#) Open Public Meetings Act

Adopted: June 10, 1992
Amended: May 8, 2019
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