

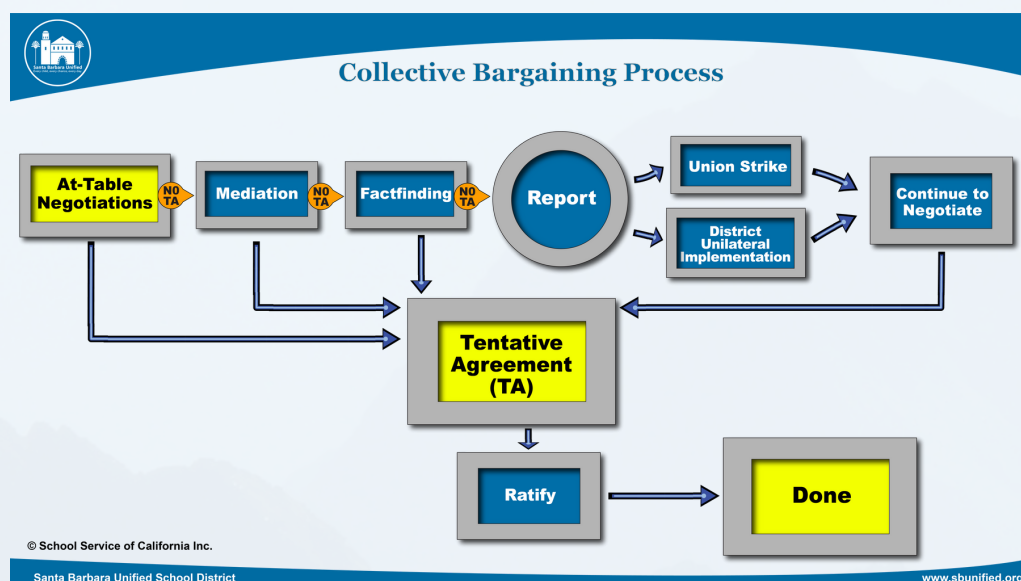


# DID YOU KNOW?

## WHAT HAPPENS IN THE IMPASSE PROCESS?

Our collective bargaining law requires the District and its labor partners to negotiate over a variety of issues (including salaries and benefits) in a good-faith effort to reach an agreement. Throughout the process, both sides bring proposals and counter-proposals for consideration at each session. This process can take months as each proposal and counter-proposal article is considered and discussed to find the best possible solutions for our students, teachers, and staff. So far, the District and SBTA have held four negotiation sessions with a set of meetings scheduled for January and February.

If the parties cannot achieve a complete agreement in face-to-face negotiations, the law requires them to participate in what is called the impasse process. You can see a chart of this below:



The impasse process has two stages:

- 1. Mediation:** A state-appointed neutral mediator works with the parties to bridge their differences in order to reach an agreement.
- 2. Fact Finding:** If mediation is not successful, a three-person panel (one appointed by the District, one by the union and a neutral selected by the parties) reviews the parties' proposals and any supporting materials, and writes a recommended settlement.

If these two stages still do not result in an agreement, each party is then free to act on its own: the District can implement its “last best offer,” and the union can legally withhold its services (e.g. a strike). This process usually takes months before this last step is reached. District, students, and parents should know well beforehand if the parties are approaching this circumstance.

The District and SBTA have not reached an impasse in negotiations in decades. The District is confident this track record will continue as both parties work together in good faith to reach a mutually acceptable agreement.

**Updates on labor negotiations can be found [here](#).**