

THE TOP 10 THINGS EVERY ADMINISTRATOR OR SUPERVISOR SHOULD KNOW ABOUT COLLECTIVE BARGAINING

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10.	What is and isn't included in the Agreement.
9.	If the Agreement is a contract, why can't I seem to enforce it?
8.	What do you mean when you say my leave language is "illegal?"
7.	Why do we need a grievance procedure if the District never violates the Agreement?
6.	If there is no anti-discrimination clause in the Agreement, does that mean I get to discriminate?
5.	Is PAR contagious and what is it doing in my Agreement?
4.	If there are no grounds for termination in the Agreement, does that mean I can't terminate anyone?
3.	Why is the exclusive representative rights clause so long and the management rights clause so short?
2.	Can I do it if the Agreement doesn't say I can't do it ?
1.	Can I transfer an employee because he or she "doesn't play well with others ?"

REMEMBER ALWAYS - THE LABOR CONTRACT HAS TEETH.

AND, IT CAN BITE YOU WHEN YOU LEAST EXPECT IT.

THE COLLECTIVE BARGAINING MAZE

A roadmap of the twists and turns of the collective bargaining process (with side tips) from the beginning of the process to the final agreement.