



The Bargaining Process

ELECTION

- 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 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.

TOWN HALLS AND SURVEY

- Local 1000 teams of staff and member leaders develop a town hall schedule and the statewide bargaining survey to identify bargaining issues.
- The BUNC and statewide leadership take those identified bargaining issues and use them to compose bargaining priorities and proposals.

BARGAINING

- Each Unit BUNC negotiates its identified unit-specific issues at an individual table; at the same time the Master Table, comprised of leadership and each Unit's Chair negotiate the identified master table issues.

TENTATIVE AGREEMENT

- The 9 Unit BUNCs and the Master Table reach agreements on all issues after negotiating over the identified Union proposals and the State's priorities; this Tentative Agreement (TA) cannot be modified without reopening negotiations.

MEMBERSHIP AND STATE RATIFICATION

- The SBAC and member-comprised Worksite Actions Teams hold meetings 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 approved it must be signed by the Governor.

IMPLEMENTATION

- Once the Tentative Agreement is ratified it becomes a binding Memorandum of Understanding (MOU) and Local 1000 staff and Stewards train members on new provisions and make sure the MOU is enforced in the worksites.

For more information, call the Member Resource Center toll-free at **866.471.SEIU (7348)**



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s15-0335.6 | Printed by SEIU Local 1000