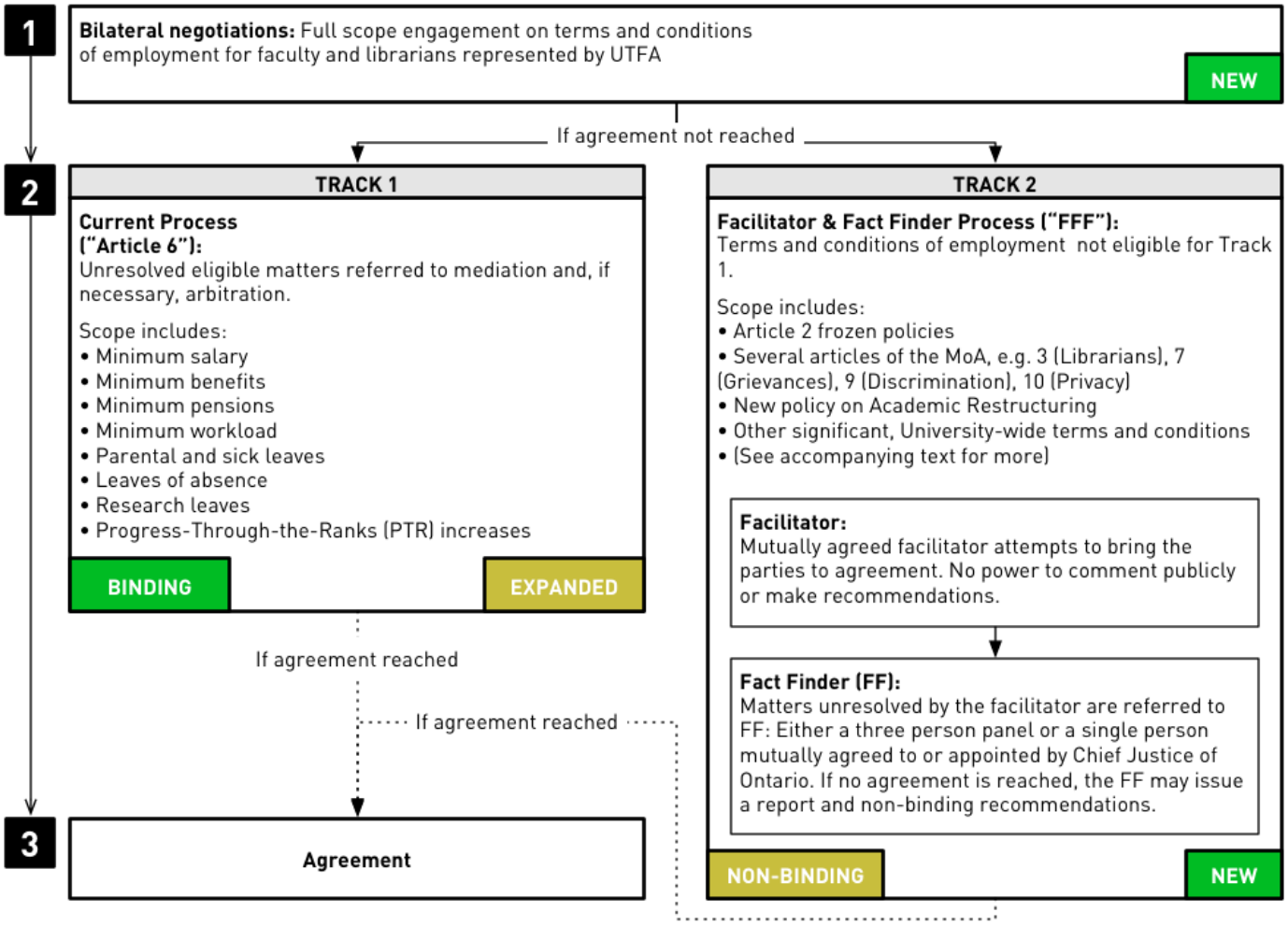
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Schematic Representation of Proposed New Negotiating Framework in the Memorandum of Agreement

The diagram below represents the new, twin track approach to negotiating significant, University-wide terms and conditions of employment for faculty and/or librarians under a revised Memorandum of Agreement. Negotiations begin with comprehensive bilateral bargaining. Matters unresolved then go to one of two tracks. On the left is the Article 6 process from the existing MoA featuring mediation and binding arbitration (when necessary), expanded to include some leave provisions. On the right is a new, independent facilitator and fact-finder process to deal with matters not eligible for arbitration. The right-hand track culminates, when necessary, in a public report and set of non-binding recommendations from an independent fact-finder dealing with matters where the parties are unable to agree.

You may also download the same graphic as a pdf.

Schematic Representation of Proposed New Negotiating Framework in the Memorandum of Agreement



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