

Bargaining and Impasse Timeline

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The Plan



1. Informal Bargaining
2. Formal Bargaining
3. Impasse
 - a. Mediation
 - b. Fact Finding

2-year CBA with no reopener



**Upload your 2-year CBA to Gateway
between 9/15/2022 and 11/15/2022.**

Informal Bargaining

AUGUST 2022

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

SEPTEMBER 2022

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Informal Bargaining



Informal Bargaining: Compliance



Compliance Report



Compliance Rubric



Compliance Guidance at: in.gov/ieerb/compliance



Compliance Assessment Conference

Informal Bargaining: Bargaining Unit

A

Agreement
between the
School
Employer and
Exclusive
Representative

N

Notice
30 Days!

S

Send
Notice &
Verification
to IEERB
efile@ieerb.in.gov

I

IEERB
Certification

Formal Bargaining

	S	M	T	W	T	F	S
September 2022					15	16	17
	18	19	20	21	22	23	24
	25	26	27	28	29	30	1
October 2022	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
	23	24	25	26	27	28	29
	30	31	1	2	3	4	5
	6	7	8	9	10	11	12
	13	14	15				
November 2022							

Formal Bargaining: Pre-Impasse Services



MEDIATION



FINANCIAL CONSULTANT

Deadline: November 1, 2022

in.gov/ieerb/collective-bargaining-and-impasse/collective-bargaining

Formal Bargaining: TA Public Meeting

Before	During	After
<ul style="list-style-type: none">• Notice consistent with ODL (48 business hours) and on website for 72 calendar hours• TA on school website for 72 hours	<ul style="list-style-type: none">• Governing Body holds meeting• Discuss TA• Electronic Participation allowed, must follow ODL: in.gov/pac/	<ul style="list-style-type: none">• Attestation in CBA• Hold Ratification Public Meeting

in.gov/ieerb/files/2022-Public-Hearing-and-Meeting-Guidance.pdf

Formal Bargaining: Before Ratification



Bargaining Unit Issues Resolved

Compliance Issues Resolved

Attestation of Public Hearing and TA Public Meeting in CBA

Formal Bargaining: Ratification Public Meeting

Before

- Wait 72+ hours from TA Meeting
- Post Notice consistent with ODL

During

- Governing Body holds meeting
- Vote on Ratification of TA

After

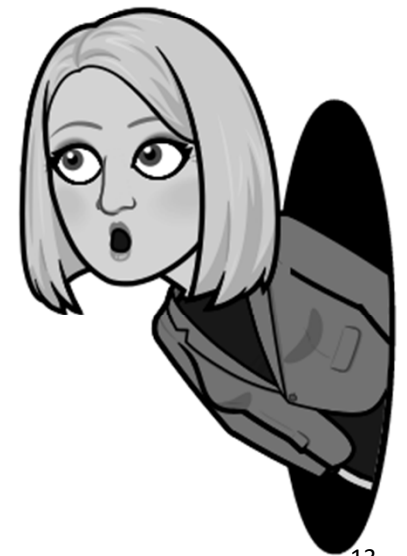
- Sign CBA
- Upload to Gateway

in.gov/ieerb/files/2022-Public-Hearing-and-Meeting-Guidance.pdf

Formal Bargaining: The End

November 15, 2022

- Upload Signed CBA to Gateway
- Bargaining Status Form on Gateway



Impasse: Mediation

November '22						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December '22						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Impasse: Mediation

November 16, 2022

- Declarations of Impasse Issued

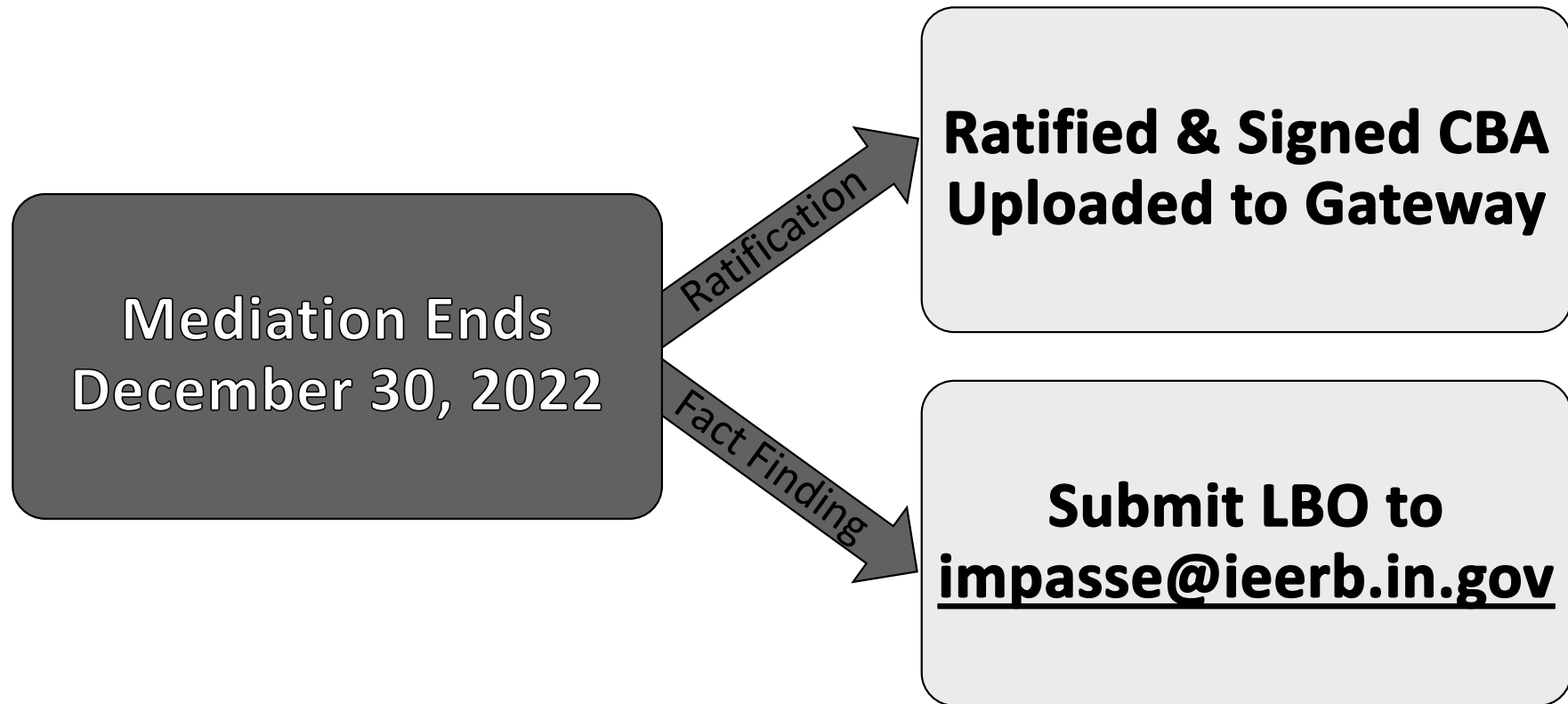
November 30, 2022

- Bargaining Revenue and Expense Disclosure (BRED)
- Mediators Appointed



See Slides 10 & 12

Impasse: Mediation



Impasse: Fact Finding

January 2023

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

Impasse: Fact Finding

January 2-12,
2023

- IEERB Reviews LBO
- Substantial Compliance

January 13, 2023

- Fact Finder & Financial Consultant appointed

January 13-
February 13, 2023

- Fact Finding Hearing
- Fact Finder Report

Any Questions?



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317-233-6620