

OCVTEA General Meeting

November 29, 2018

Brian updating about LAT (Legislative Action Team) – Three bills in the house currently, re: State Health Care Relief, protection of ESPs from privatization, and changing higher-Ed professionals' health plan without bargaining (which we want Murphy to veto)

Post-cards in support of bills to Senator and Assemblyman.

Mike Fletcher, UNISERV Consultant, details on the negotiation process.

Change in the process of negotiating healthcare after 2011 with introduction of Ch. 78 (ie it became non-negotiable).

1. Process begins with the formation of a negotiation team. Pre-negotiation begins with sending requests for certain information to the Board of Ed.
2. Notice is sent by 12/15
3. Initial meeting – getting and giving of proposals.
4. Specific details are not given out during the negotiation process.
5. As the process goes on, tentative agreements are made.
6. After all tentative agreements have been made, memorandum of agreement is made, and is then ratified by both sides.
7. When the process of negotiations does not go well – if neither sides gives, an impasse is reached.
8. If an agreement is not reached through mediation/arbitration, it goes to fact finding.
9. If an agreement has not been made through fact finding it goes to the final step: super conciliation.