

## Faculty & Academic Staff Collective Bargaining Process

Commission Assigns bargaining units (31 bargaining units established )

2 or more bargaining units may vote to combine (30% petition and then majority of voting members)

Any Labor Organization may petition to represent(1st Org. requires 30% employee showing of interest;  
Each Additional organization requires at least 10% interest)

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Only one qualifying labor org. on ballotElections Held

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More than one qualifying labor org. on ballotElections Held(1 ballot w/ 2 questions)

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“Shall the employees participate in collective bargaining?”

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Quest.1 – “Shall the employees participate in collective bargaining?”

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Quest. 2 – “If employees participate in...which labor organization?”

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YES (requires majority of voting employees)

NO

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YES (requires majority of voting employees)

NO (votes for 2nd question are not counted)

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Ballots for labor organizations votes are counted

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Labor Organization wins by majority

No Labor Organization wins by majority

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Collective Bargaining Begins

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First Collective Bargaining Agreement Reached

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Potential "runoff election"

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