April 2013

Post-Confrontational Collective Bargaining Models Successful Negotiations: Interest-Based Bargaining at EIU

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Recommended Citation
DOI: https://doi.org/10.58188/1941-8043.1283
Available at: https://thekeep.eiu.edu/jcba/vol0/iss8/13

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Public masters comprehensive university
- Selective
- Rural
- Accessible

10,417 enrolled fall 2012

48 undergraduate majors

25 graduate programs

Four academic colleges
Faculty Bargaining

• Unit A formed in 1976
  – 394 tenured and tenure-track
• Unit B added 1985
  – 187 annually contracted
  – 63 academic support professionals
Before IBB

• Start late spring in last year of CBA
• Set ground rules; take summer off
• CBA expires; extend contract
• Break ground rules
• Declare impasse
• Strike authorization vote
• Mediation
• Settle
IBB Comes to EIU

• University President invites UPI Chapter President to consider IBB
• UPI Chapter considers & agrees
• FMCS supplies commissioner
• IBB assessment and commitment Oct 2011
• Training late fall 2011
• Commence IBB February 2012
• Settle
EIU IBB Perspective

• Skeptical at first
• Built trust
• Commitment of team members essential
• Commitment of coach critical
• Process better
  – http://eiu.edu/acaffair/Contract/UA2012-2016CBA-FINAL-ForSig.pdf
After IBB

• Change of union leadership during bargaining
• IBB teams have not reconvened
• Summer pay biggest change
• Resource constraints
• Pressure on faculty workloads
• Disagree about workloads