April 2006

Negotiations Behind Negotiations: A System Model

William S. Chabala
Mansfield University

Follow this and additional works at: http://thekeep.eiu.edu/jcba

Recommended Citation
Available at: http://thekeep.eiu.edu/jcba/vol0/iss1/17

This Proceedings Material is brought to you for free and open access by The Keep. It has been accepted for inclusion in Journal of Collective Bargaining in the Academy by an authorized editor of The Keep. For more information, please contact tabruns@eiu.edu.
Negotiations Behind the Negotiations
A “System” Model

William S. Chabala
Associate Professor – Mansfield University
Chair – APSCUF Negotiations Team
NCSCBHEP Conference
April 2 – 4, 2006
Negotiation’s Context

• Association of Pennsylvania State College and University Faculty (APSCUF)
  – History
  – Negotiations Team structure
  – Constituents

• Pennsylvania State System of Higher Education (PASSHE)
  – History
  – Negotiations Team structure
  – Constituents
    • Political
    • Board of Governors
    • Individual campuses

• Notes:________
  ____________
  ____________
  ____________
  ____________
  ____________
  ____________
  ____________
  ____________
  ____________
  ____________
  ____________
APSCUF’s Negotiations Process

APSCUF Legislative Assembly

APSCUF’s Negotiations Process

Negotiations Committee
(14 chapter presidents + Team Chair)

Executive Committee +

Executive Committee +

P.R. Committee

Negotiations Team
(Faculty: 8 members, 3 alts
Chair/Chief Spokesman: Bill Chabala, Mansfield)

Chief Negotiator
James Cowden, Esq. (professional hired by APSCUF)

Mediator

PaSSHE

Published by The Keep, 2006
Preparation for Negotiations

• APSCUF data gathering:
  – All faculty survey
  – Individual campus visits
    • Membership meetings
    • Focus group sessions
  – Negotiation Team member’s campus assignments
  – Input from various “cohort” groups

• Notes:
  ____________________
  ____________________
  ____________________
  ____________________
  ____________________
  ____________________
  ____________________
  ____________________
Communicating with members

• Negotiation’s Newsletters
  – Topic specific
  – Explanation of contract proposals
• Conference calls
  – Participants
  – Content/timing
• Team member’s campus assignments
• Negotiations Committee

• Notes:

_________
“Closings”

• Team’s recommendation to APSCUF’s state Executive Committee

• Team’s presentation to Legislative Assembly

• Campus Visits
  – Focus on “explaining” versus “selling” settlement
  – Role of individual campus leadership

• All membership voting

• Notes:
  __________________
  __________________
  __________________
  __________________
  __________________
Post-Negotiations De-briefing

• Final Contract preparation
  – APSCUF contract implementation department
  – Negotiations Team

• Negotiation’s team post-negotiations review

• Recommendations

• Contract Monitoring

• Notes:__________
  ______________________________
  ______________________________
  ______________________________
  ______________________________
  ______________________________