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

Jeff Cross
Eastern Illinois University

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E I U

- 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](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