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)

Only one qualifying labor org. on ballot
Elections Held

“Shall the employees participate in collective bargaining?”

YES (requires majority of voting employees)
NO

Collective Bargaining Begins

First Collective Bargaining Agreement Reached

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

Quest.1 – “Shall the employees participate in collective bargaining?”
Quest. 2 – “If employees participate in...which labor organization?”

YES (requires majority of voting employees)

Labor Organization wins by majority

NO (votes for 2nd question are not counted)

Ballots for labor organizations votes are counted

No Labor Organization wins by majority

Potential “runoff election”