New York

The Bargaining Process

UPSEU

Gather issues:
have worksite meetings, conduct wage/ benefit analysis

Translate issues into bargaining proposals

Conduct surveys
Members prioritize issues

Elect Officers/ Stewards and Bargaining Team
Finalize proposals at membership meeting

Schedule bargaining dates

Negotiate ground rules and exchange proposals with employer

Begin Negotiations

Union provides periodic updates

Reach Settlement

Memorandum of Understanding (MOU) executed

Ratification Process

Union Membership votes

Employer's Legislative Body votes

Final Contract Prepared and Executed

Impasse

Mediation

Fact Finding

Super Conciliation

Parties must reach agreement through bargaining process
(Some legislative bodies have the right to impose 1 year status quo contract)