

THE SIUE FACULTY ASSOCIATION-IEA/NEA

Illinois Education Association/National Education Association

1012 Plummer Drive, Suite 400 * Edwardsville IL 62025 618/656-0010 * 800/462-6213

Approximate Timeline: From Filing to the First Contract

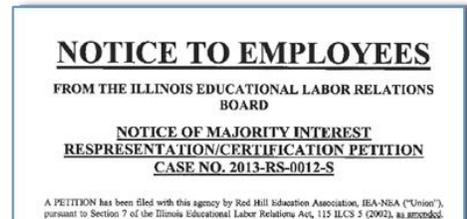
September 2016

September 2

- SIUE Faculty Association files a 'Majority Interest Petition' with the Illinois Education Labor Relations Board (IELRB).

Week of September 12

- SIUE receives notification from IELRB that petition has been filed. Begins a 21 day posting period when interested parties can contact IELRB with questions or concerns.
- SIUE required to post Labor Board's **NOTICE TO EMPLOYEES** that petition has been filed.
- SIUE and IEA legal counsels begin discussions to reach mutual agreement on bargaining unit composition (what job titles are to be covered by union contract).



Ongoing in September

- Interim officers finish the draft bylaws and start reviewing sample contracts.
- Activists visit all members individually to assess bargaining priorities.

October 2016

- SIUE-FA interim officers set a date for first General Membership Meeting (GMM).
- The first GMM will begin with Open Forum Q&A for all faculty to be represented, followed by short break for member sign-up (dues to begin with spring semester).
- Only members may stay after Q&A to discuss, modify and ratify proposed bylaws, and to confirm process for officer and other elected positions (e.g., Department Representatives).
- Draft bylaws and GMM Agenda will be distributed to all faculty to be represented two weeks in advance of meeting.

October or November

- IELRB issues the official 'Order of Certification.'
- Bargaining must begin within 60 days of the Order of Certification.

Please note: It takes considerable time to negotiate a first contract, perhaps a year or more.

Meanwhile, your Association has legal recourse to challenge any University effort to unilaterally change current working conditions or policies subject to bargaining (salaries, benefits, and the terms and conditions of employment). It shall be through collective bargaining that any change in the status quo in these areas will be negotiated by your representatives and ratified by the membership.

Stronger membership levels and involvement in your union can move negotiations along, and certainly result in a better contract.