

NEGOTIATING

with

Interest Based Bargaining

Interest Based Bargaining is different to traditional models of bargaining as it focuses on both teams working as problem solvers.

Whereas in **traditional bargaining** both teams come to the table with their proposal in mind & then the lead negotiator for each side speaks for the team - in this new model we are all **one team** and everyone can speak and share.

HOW DOES THIS START?

The first step is for both teams to establish their **interests**

- **Interests:** *WHY* do both sides want to make this change (ex: for class size, we may say that we are interested in teachers reducing their workload & in students getting more 1on1 support etc.)

THEN WE MAKE OPTIONS

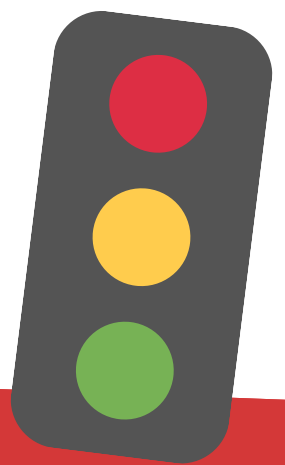
Together, we make a list of all the possible solutions, or **options** to the issue in front of us. So for salary - we still discuss a percent increase, but we can also talk about:

- Squaring the schedule
- Adding columns
- Putting money into benefits then giving those on the free plan the additional cash
- ... what other options can you think of?



EVALUATE OPTIONS

Both sides get to go through the list and mark any **option** that does not serve our **interests** in red, anything we need to talk more about in yellow & anything that we like in green.



NOW NEGOTIATIONS

Teams sit in a circle, one district, then one union member and discuss together all of the yellow and green options. We can combine, or adjust, but it is a group decision.

Interesting idea....

What about this?

FINAL SOLUTIONS

Teams can still **caucus** at which point they also check-in with the MBTA President. In the end, we get a proposed solution that we bring to MBTA **members for approval**. Nothing happens without approval from membership.



WHAT IF WE DON'T LIKE THIS NEW MODEL?

- MBTA maintains the right to opt out of IBB style bargaining (as does the district at any point.
- This was recommended by CTA & the team is hopeful after our two days of training that this will be a positive step forward