

COLLECTIVE BARGAINING AGREEMENT (CBA) NEGOTIATION PROCESS

PRE-NEGOTIATION ♦ *The time we really need your input.*

Contractor members have the choice to either grant or revoke the Association their Power of Attorney to bargain on their behalf before the expiration of the Agreement.



Committee Created

*June/July Year Prior to CBA Expiration**

A management committee is formed, made up of contractors representing companies of all sizes and specialties to advocate on behalf of our membership.



Feedback Period

*December–February**

The management committee reaches out to Association members to gather feedback and input concerning the upcoming Agreement. **Feedback helps guide our negotiation strategy.**



Notification

*January**

DC16 notifies its workforce union members and signatory contractors about the upcoming agreement expiration and their desire to negotiate. The Association negotiates on behalf of its contractor members.



Informal Discussions with DC16

*March/April**

First meetings between management and union committees to establish negotiation guidelines and schedule.

NEGOTIATION + AGREEMENT ♦ *During this period, only limited information about negotiations can be shared.*



Negotiations Begin

Silent Period

*May**

Formal negotiations begins. During this time, very limited negotiation related information can be shared with worker or contractor membership. Any updates that can be provided will be posted to the association website.



Tentative Agreement Reached

June (month of deadline)*

Once the committees reach a tentative agreement, it is presented to the DC16 union workforce for an official ratification vote.



Workforce Decision

June/July (deadline expiration)*

Yes Vote:

the CBA takes effect (with some exceptions)

No Vote:

both committees return to discussions to continue negotiations until a new tentative agreement is reached. This process moves back to the "Silent Period" and the deadline shifts accordingly. Possibility of a strike or lockout.

POST-AGREEMENT ♦ *When we'll implement the agreement, together!*



Wage Allocation Vote

When the DC16 workforce accepts the agreement, their membership holds a vote to determine the allocation of any monetary changes. Our Association will collaborate with them to draft new wage rate sheets.

*Months may change depending on when each CBA ends and duration of each negotiation phase.



Implementation

The new agreement will replace the previous agreement.

Our Association will communicate important changes and requirements with our members to meet implementation needs going forward.



Post Negotiations Meeting with DC16 and Association

The Association and DC16 will meet to discuss and review complex items that arose during negotiations that need more time to fully develop to be addressed at the next round of negotiations.



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