

# 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.



### Notification

January\*

DC16 notifies their workforce union members and our contractor members about the upcoming agreement expiration and their desire to renegotiate. Our Association negotiates on behalf of our contractor members.



### Committee Created

February/March\*

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

February–April\*

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



### Informal Discussions with DC16

March/April\*

We hold the first management committee meeting with the DC16 committee to establish negotiation guidelines and schedule.

## NEGOTIATION + AGREEMENT ♦ *During this period, we can't discuss negotiation details.*



### Negotiations Begin Silent Period

May\*

Formal negotiations begin with DC16. This is the beginning of the "Silent Period." During this time, **neither party can discuss any items or terms related to the negotiation with our membership.** Any updates we are able to provide will be posted to our 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 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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