

## **COLLECTIVE BARGAINING**

### **Staff Benefits Other than Established by Collective Bargaining**

The board encourages and promotes a good and fair working relationship among the staff. The board recognizes the right of staff to join labor organizations of their own choosing and to be represented by such organizations in the negotiations of such matters and according to such procedures as may be required by law or agreement of the parties. The board shall engage in collective bargaining with the properly designated bargaining units and shall abide by collective bargaining agreements reached with such properly designated bargaining units.

The chief negotiator representing the district shall be appointed by the board. The chief negotiator shall advise and inform the board regarding negotiations' progress and shall negotiate within parameters established by the board. Any agreements reached by the chief negotiator shall not be binding upon the board until formally approved by the board.

Personnel subject to collective bargaining agreements will have and be limited to those benefits authorized by the agreement. The benefits for other personnel will be comparable to those of the union employees.

All employee benefits, other than those established by collective bargaining agreements approved by the board, will be subject to board's policies and decisions regarding benefits.

Cross Reference:      Board Policy 5021                      Applicability of Personnel Policies

Legal References:      RCW 41.56.060                      Determination of bargaining unit —  
   Bargaining representative  
   Election to ascertain exclusive  
   bargaining representative, when —  
   Runoff election — Decertification  
   election

**Adoption Date: 10/26/2009**