

## Collective Bargaining Terms



**Crisis Team** – The purpose of the Crisis Team is to create a structure that will involve our membership, inform our community, create support for our bargaining team and move the process toward the best conclusion for our members.

**Fact Finding** – A step in the bargaining process whereby MERC who will conduct a hearing at which the board and the association will present their respective cases. The fact finder's report and recommendations are not binding on either party, and the report and recommendations are public information.

**Impasse** – A deadlock in negotiations.

**Imposition** - The ability of the Board to impose their position on the Bargaining Units.

**Mediation** – A process of resolving disputes between the employer and the association through a mediator's efforts to help and encourage the parties to come together voluntarily, sometimes via compromise. A mediator conducts no hearings and is not empowered to issue rulings or awards.

**MERC (Michigan Employment Relations Commission)** – An agency within the State of Michigan Department of Labor that administers the Public Employment Relations Act and provides a variety of services relative to labor disputes, including but not limited to mediation, processing unfair labor practice charges, providing fact finding services.

**Policy Holder** The entity to whom the contract is issued. The policy holder can change coverage and has access to all claims.

**ULP (unfair labor practice)** – Any of a wide variety of practices in which employers or labor organizations might be tempted to indulge and which have been described by PERA as illegal. Included are things like refusal to bargain in good faith by either party; employer interference with employees' rights to organize and maintain their union; and much more. ULP is not the same thing as a grievance