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| Subject: | COLLECTIVE BARGAINING |
| Section: | PPG# 2200 |
| Chapter: | Personnel |
| Effective Date: | 7/1/98 |

POLICY

The board encourages and promotes a good and fair working relationship among the staff. The board recognizes the right of public employees 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. To bargain collectively is the mutual obligation of the district or designated representatives and the representatives of the exclusive representative to meet at reasonable times and negotiate in good faith with respect to wage, hours, fringe benefits, and other conditions of employment or the negotiation of an agreement or any question arising thereunder and the execution of a written contract incorporating and agreement reached. Such obligation does not compel either party to agree to a proposal or require the making of a concession.

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

REFERENCES

Legal Reference: RCW 41.56

Public Employees' Collective
Bargaining