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INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

**Nonrule Policy Document No. 2016-1:  
Changes to Bargaining Units**

The Indiana Education Employment Relations Board ("IEERB" or "the Board") oversees teacher collective bargaining, including the composition of the bargaining unit.

Bargaining units are changed in a process separate from bargaining. [IC 20-29-5-1](#). Whether the parties agree or ask IEERB to make the determination on a potential change to the bargaining unit, all potential changes must be submitted to and approved by IEERB to be effective. [560 IAC 2-2-1](#), [560 IAC 2-2-3](#). However, given the longstanding practice of bargaining changes, the Board will not require completion of this process for prior changes.

The Board directs the Chairperson to issue an order to all bargaining parties providing that IEERB will consider the parties' bargaining unit to be the unit the parties most recently agreed to in their current collective bargaining agreement. This order does not affect any rights school employees may have to challenge the unit.

From the date of receipt of the individual orders, or the publication of this nonrule policy document (NPD) in the Indiana Register, whichever is earlier, bargaining parties must follow IEERB processes to change the unit. Failure to do so may result in, among other consequences, a finding of noncompliance. IEERB staff will issue guidance on changing the bargaining unit, including a sample notice for agreed-upon changes, by July 1, 2016.

This NPD was approved at the Board's public meeting on June 13, 2016.

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