



STATE OF INDIANA

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To: Bargaining Parties & Stakeholders
From: Stacey Hughes & Sarah Cudahy
Date: July 29, 2016

2016 Bargaining Reminders

This memo contains important dates, links to bargaining guidance documents, and recent bargaining law changes. More information, including the laws and rules, can be found at www.in.gov/ieerb.

- Formal bargaining (when parties may begin ratifying CBAs) starts **August 1**.
- Parties may mutually request that IEERB appoint a mediator during formal bargaining pursuant to IEERB's Pre-Impasse Mediation Policy. The policy and request forms are available online.
- **Bargaining Status Form I (formerly Pre-Impasse)** must be completed by both parties in Gateway by **September 30**. All bargaining parties must complete this form, even if not bargaining. IEERB is currently collecting contact information to provide exclusive representatives with Gateway logins (parties without Gateway logins should contact Stacey at shughes@ieerb.in.gov).
- **All CBAs (including reopeners and joint statements) must be signed, ratified by both parties**, and uploaded by the school employer on Gateway by **October 3** to avoid impasse. All school employers must submit CBAs, even if not bargaining this season. Parties submitting reopeners or joint statements should attach the reopener/statement at the beginning of their current CBA and upload the entire document as one PDF. Exclusive representatives also may email the CBA to ratifiedcontract@ieerb.in.gov.
- The [2015-2016 Collective Bargaining Report](#) is now open. The Report must be completed by the school employer in Gateway by **December 1**.
- Detailed information on compliance can be found in the accompanying memo, 2016 Compliance Report Executive Summary & Compliance Reminders.
- The following guidance/information is available at the following links:
 - [2016 LBO Requirements](#)
 - [Teacher CBA Compliance Rubric](#)
 - [Pre-Impasse Mediation Policy](#)
- 2016 Changes to Collective Bargaining Laws
 - [20-28-9-1.5 \(a\)](#) Supplemental payments for teaching dual credit classes under this section are not bargainable.
 - [20-28-9-1.5 \(d\)](#) Teachers in their first two full school years of teaching are eligible for an increase even if rated ineffective or improvement necessary.

IEERB is not able to provide an assessment of CBAs prior to the compliance process.