

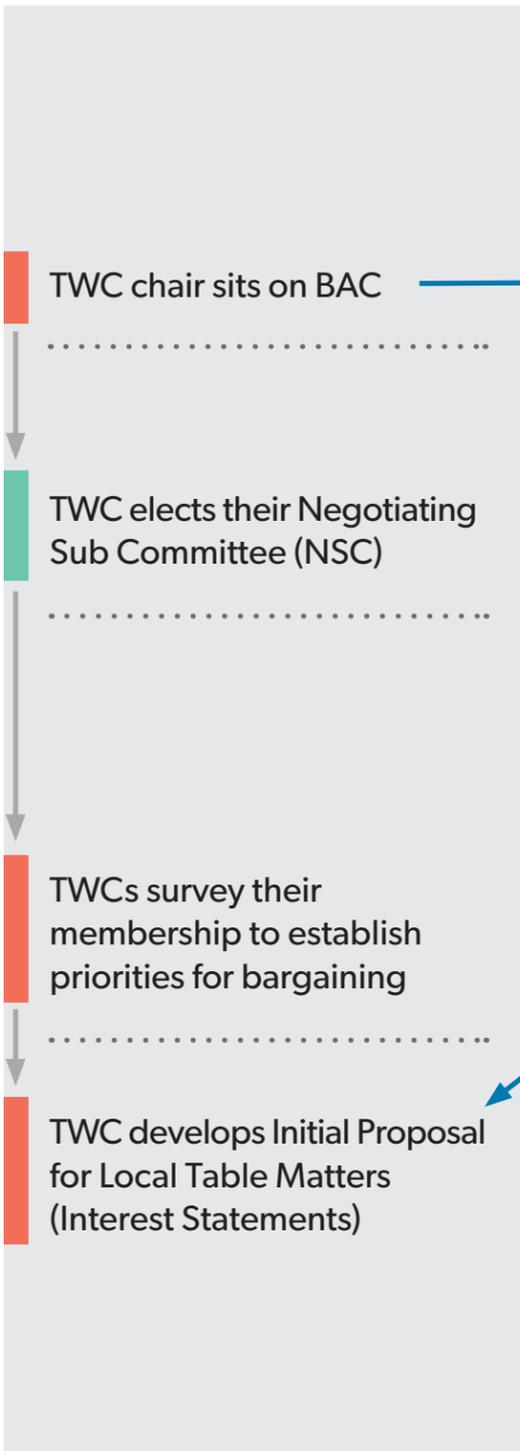
Teachers Elect

TWC

PEC

BAC

Collective Bargaining staff assists



Provides feedback to CTBC on list, initial proposal and during process

Stage 1

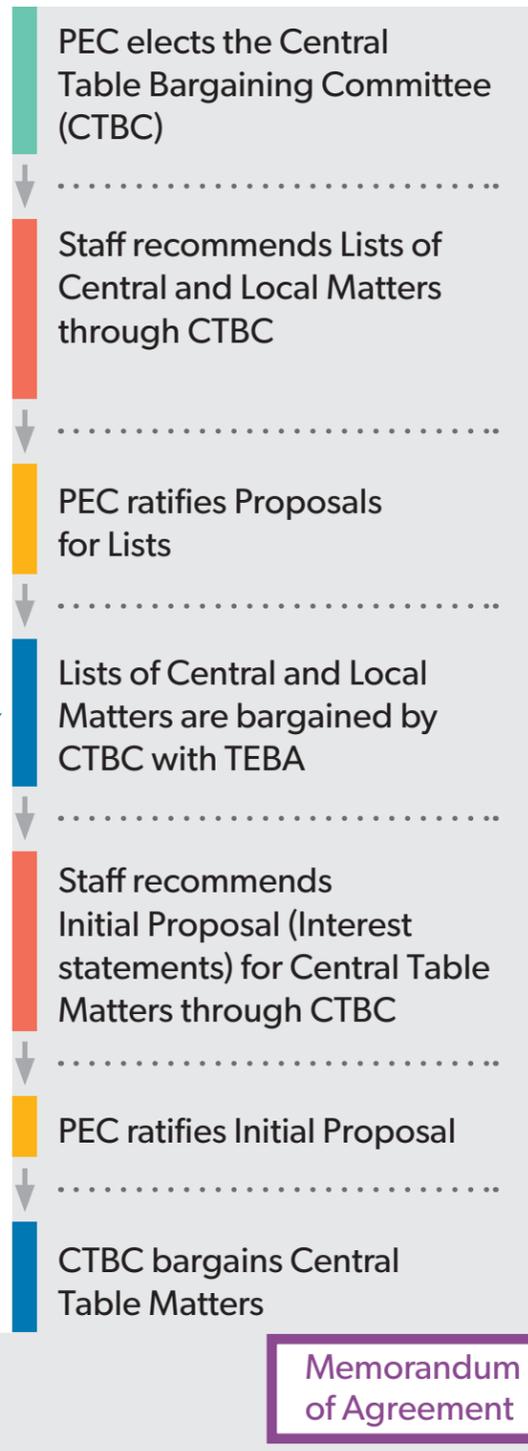
What topics are bargained and at what table

Stage 2

Central Table Bargaining

Stage 3

Local Table Bargaining



Memorandum of Agreement

All Teachers vote electronically on Central Table Memorandum of Agreement
50 per cent + 1



Memorandum of Agreement

BUGM ratifies Local Table Memorandum of Agreement 50 per cent + 1

Ratified Memorandum of Agreement Local Table

Ratified Memorandum of Agreement Central Table

Collective Bargaining Agreement in each Bargaining Unit