

# The negotiation process

## 5 Main table negotiations

Face-to-face talks with Boeing management take place at a neutral location. Negotiation teams and SPEEA staff work through each issue with Boeing management. When agreement is reached on individual items, they are tagged "tentative agreement."

## 6 Management offers

Management compiles the negotiated items into the company offer for a new contract. This is often called the company's 'best and final.'

## 7 Team recommendation

After receiving the company's offer, negotiation team members perform a final analysis. The teams can recommend members vote to accept, reject or issue a 'neutral' recommendation. Teams present the offer and recommendations to the Regional Councils. Bargaining unit councils can issue separate recommendations and call for a strike authorization vote.

## 4 SPEEA proposal

Negotiation team members meet regularly to discuss issues that determine the union's position on issues and decide what changes and improvements are needed in the next contract. This work results in the contract proposal, which is delivered to the company before main table talks.

## 3 Negotiation teams

Council Representatives from the bargaining units (ex. Prof unit and Tech unit) each elect five members to serve as their unit's negotiation team. Negotiation team members hold lunchtime meetings in the workplace to hear from members and discuss upcoming talks.

## 2 Surveys and meetings

A full year before main table negotiations start, the Negotiation Prep committee begins surveying members to determine issues and help set priorities. Key issues are highlighted in SPEEA publications.

## 1 Collecting issues

As soon as the ink is dry on the last contract signing, SPEEA staff begins collecting issues and concerns to address in the next round of negotiations. Small issues can be worked outside of the contract negotiation process in meetings with the company. Others are worked in meetings with Boeing in the months leading up to negotiations.

## 8 Members vote

Members have the power to accept or reject the contract offer. Voting is by secret ballot. Voting packages include details on the contract offer and a strike authorization ballot if called for by the regional council.

**ACCEPT**

**REJECT**

## Accept or reject

A positive vote by members completes the negotiation process, and the new contract goes into effect. Rejecting the offer sends both sides back to the negotiations table for more talks. If the company refuses additional changes, the SPEEA negotiation teams can call for a strike if members granted the authority.



**New SPEEA Contract**

**Back to step 5**

**STRIKE**

Negotiating a new contract (collective bargaining agreement) starts long before the union and company sit down for main table talks.