



## Going With The Flow: Managing Multiple Bargaining Units To Obtain Optimal Settlements

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**CALPELRA 39th Annual Training Conference**  
Monterey, CA

Negotiating with multiple bargaining units requires sophisticated management skills and substantial advanced planning. Starting bargaining with a single unit before developing a comprehensive strategy for all units can allow the union to control the settlement pattern and leave the agency in a reactive bargaining posture. In this session you'll get the tools and strategies you need to effectively manage multiple bargaining units to establish a settlement pattern that will meet your agency's needs with all units.

You'll learn how to avoid the temptation to be 'looking for deals in all the wrong places;' the importance of analyzing total compensation comparability data for all bargaining units, even if not all units are actively bargaining; selecting the bargaining unit to lead the bargaining and set the settlement pattern in order to optimize results with all units; articulating the settlement pattern, and establishing justifications for any exceptions to the pattern; using settlement patterns effectively in the factfinding process; using the factfinding process with one unit to support bargaining with other units; and establishing contract ending dates and 'term of agreement' provisions that will establish a favorable sequence for the next round of bargaining.

### RELATED PRACTICES

Labor Relations  
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### RELATED PEOPLE

Timothy L. Davis  
Samantha W. Zutler