

Interest Based Bargaining in a Nutshell

*this is the letter from our IBB training in 2010

What it Isn't -

IBB is NOT traditional bargaining. Traditional bargaining focuses on positions. For example, to bargain for a used car, the dealer may start high and the potential buyer may start low. Each will point out why the other's position should be modified or why it doesn't make sense. Both sides will initially overstate their position in hope of a compromise. The result that commonly occurs is that one side has to 'lose' for the other side to 'win'.

What is IS? –

Also known as win-win, IBB focuses on problem solving and consensus building as opposed to position taking and negotiation. Components of IBB include the following:

- Ground Rules- Just so everyone understands how it is supposed to work
- Identification of 'interests' – All interests are identified. Only those that are interests of both groups are scheduled for discussion.
- Development of alternatives- once an interest is identified, alternatives and possible solutions are identified during a brainstorming sessions. During brainstorming, there are no value statements about the alternative. All are equally valid and listed. Once the brainstorming is complete, the alternatives are considered in light of the question of IS IT DOABLE? To explore that, the following questions are considered.
 - Is it legal?
 - Is it ratifiable?
 - Is it affordable?
 - Is it fair?Only those alternatives that meet the criteria are forwarded for further consideration.
- Solutions- Occur when consensus occurs for a particular alternative. Each member of the IBB team is asked to indicate whether he/she 'can live with the proposal'. Anyone who is unable to support a proposal is expected to provide a different/better alternative for consideration. Team members should never leave IBB saying that the team agreed to something that they could not support as an individual team member.

**USD 244 Interest-Based Bargaining
Ground Rules
2012-13**

1. The Interest-based Bargaining Team will meet at least one day each month until the contract is ratified unless it is commonly agreed that no meeting be held during any given month.
2. The meeting time will be at 5:00 with a two-hour time limit.
3. At least two board members, one administrator, and two teachers must be present in order to conduct an IBB session.
4. An agenda will be provided by the facilitator to members of the IBB team via email prior to the meeting date.
5. Notice from the superintendent to the BOE team members and from the BUTA president to the Teacher Association team members will be extended prior to each meeting. Visitors are welcome, but all discussion will be limited to the IBB team members.
6. Concerns must be addressed with the IBB team members prior to the meeting. No concerns can be brought to the table by visitors to the IBB sessions.
7. Members will follow the interest-based process in resolving issues.
8. Members will respect each other's ideas.
9. In reaching consensus, if there is a person not in consensus, it is that person's responsibility to offer an alternative option.
10. The IBB committee will prepare a statement of intent at the time that consensus is reached on each issue.
11. Final consensus items must be supported by all team members when presenting solutions to constituents.
12. BUTA members who are unable to attend a meeting should notify the BUTA president prior to the meeting. BOE members should notify the superintendent.
13. The district will provide dinner and BUTA will provide dessert.

Six Step IBB Problem Solving Process

- 1. Select an issue**
- 2. Discuss all interests behind the issue**
- 3. Generate options**
- 4. Establish standards**
- 5. Evaluate each option against the standards**
- 6. Develop the solution and capture it in writing**

Select an issue:

- Jointly select an issue
- State the issue clearly

Discuss all interests behind the issue

- Chart interests
- Discuss and clarify interests
- Identify separate interests
- Identify mutual interests

Generate Options

- That satisfy one or more interest
- That satisfy the other party's interests
- That satisfy mutual interests

Establish Standards

- Clarify and ready each option for evaluation
- Discuss each option
- Amend, combine, or develop new options
- Eliminate options which meet few or no standards

Develop Solution and capture it in writing

- Combine options, or elements of options, that meet the standards
- Reach consensus on the solution
- Draft the solution
- Check for consensus on written solution

Prepare a joint statement about the solution and communicate to constituents.