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Tactics used by labor prior to and during aggressive bargaining

SETTING THE STAGE

- Mislead the membership by misrepresenting the District's position(s)
- Indicate that teachers are primarily concerned with poor the working conditions, poor educational programs, bad facilities, etc.

KEEP THE RANK AND FILE IN THE DARK

- Control the amount of involvement within the rank and file
- Eliminate conflicting factions within the rank and file

NAIL THE NEGOTIATOR

- Discredit the in-house negotiator as self-serving and incompetent
- Portray the consultant as uninterested in the students and District
- Claim that the "Negotiator" failed to represent the Association's position
- Accuse the "negotiator" of holding up (delaying) negotiations
- **The purpose is to bargain directly with the Board**

FRAGMENT THE MANAGEMENT TEAM

- Sow seeds of doubt about the unified position of the Board
- The Association demands a leadership team that can makes decisions
- Contact Board members individually and suggest that they are the "one" to solve problems
- Paint a picture that the Association is unified, while the District is not
- **The purpose is to bargain directly with the Board**

ATTACK THE SUPERINTENDENT

- Charge him/her with poor management, inferior working conditions and bad PR
- Classify the superintendent as a "dictator"
- Claim that the administration is top heavy and \$\$\$\$ should go to teachers
- Start a whisper campaign complaining of low staff morale
- Challenge the superintendent's abilities with a vote of "no confidence"
- **The purpose is to bargain directly with the Board**

ATTACK THE BOARD

- Work to remove less supportive Board members and attack them publicly
- **Get the entire Board to the table**
- Praise supportive board members publicly as being "good for kids"
- Isolate each Board member through phone call, e-mails and mailings
- P/R that indicate that the Board/District is unfair
- **Be prepared for harassment**

ASSOCIATION ACTIONS

- File ULPs
- Pickets, leaflets, telephone campaigns and mailings
- Demonstrations of support by community groups and CHILDREN
- WORK to RULE and silent treatment toward all administrators
- Overtures to other unions and elected officials
- **Strike threats** and if all else fails, a Strike