

IMPASSE:

When a local association and a school district are unable to reach agreement on a new Contract, they go to Impasse. The law provides third-party assistance from the State.

The basic steps of Impasse are outlined below.

- 1. MEDIATION:** The Public Employment Relations Board officially declares Impasse and begins the mediation phase. PERB appoints a State mediator to work with the parties. If the mediator is not able to bring the two sides together, he/she certifies the dispute to fact finding.
- 2. FACTFINDING PANEL:** Three people are selected to form a panel that will consider presentations made by the two parties. The panel has one representative from each side, plus a neutral representative whom the parties select from a list provided by the State.
- 3. NEXT STEP:** After the parties complete the fact-finding phase, if no agreement is reached in post fact finding negotiations/mediation, the employer has the right to impose its "last, best offer" and it becomes legal for the association to authorize a strike.