



Human Resources – Series 5000

Collective Bargaining – 5110

The Board encourages and promotes a good and fair working relationship among employees. The Board recognizes the right of employees to join labor organizations of their own choosing, and to be represented by such organizations in the negotiations of such matters, and according to such procedures as may be required by law or agreement of the parties. The Board shall engage in collective bargaining with the properly designated bargaining units and shall abide by collective bargaining agreements reached with such properly designated bargaining units.

The chief negotiator, within parameters established by the Board, shall advise and inform the Board regarding the progress of negotiations. Any agreement reached by the chief negotiator shall not be binding until formally approved by the Board.

Where there is a conflict between the terms of a collective bargaining agreement and the District's policy, the law provides that the terms of the collective bargaining agreement shall prevail with regard to the employees covered by that agreement to the extent allowed by law.

When a matter is not specifically provided for in the appropriate negotiated agreement, the District's policy shall govern.

Legal References:

RCW 41.56.060	Determination of bargaining unit – Bargaining representative
RCW 41.59.070	Election to ascertain exclusive bargaining representative, when – Run off election – Decertification election
RCW 41.59.910	Construction of chapter – Effect on existing agreements – Collective bargaining agreement prevails where conflict

Adopted: 03-26-2002