



IMPASSE TIMELINE

*UF and NOCCCD are at an impasse in contract negotiations.
Here is an estimated timeline for the impasse process.*

May 17, 2024



A formal written declaration of impasse was submitted

June or July 2024



California Public Employees Relation Board (PERB) assigns a mediator

August 2024



Mediation begins, UF & NOCCCD bargaining teams resume bargaining with the assistance of a mediator

If mediation works

OR

If mediation does not work

Early Fall 2024



A tentative agreement is brought to UF membership for approval

Late Fall 2024



UF & NOCCCD move to fact finding and continue to bargain

Imposition.
Strike is likely.



What is fact finding?

During fact finding, both parties present their best arguments about the financial factors that could impact bargaining. Then a three person panel hears these arguments. The panel is comprised of one appointee from each side and a neutral PERB appointee. The neutral appointee then issues a report that includes a non-binding recommendation for settlement. This report will then be made public and the parties will continue to bargain.