

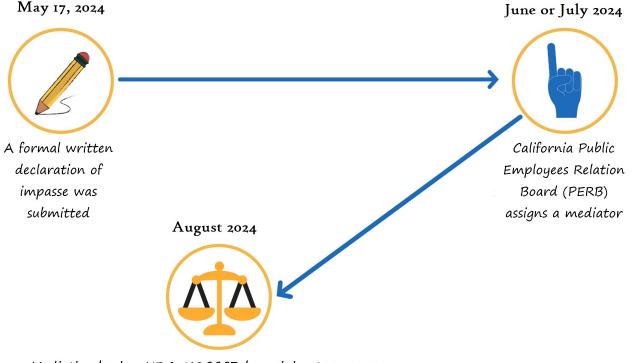
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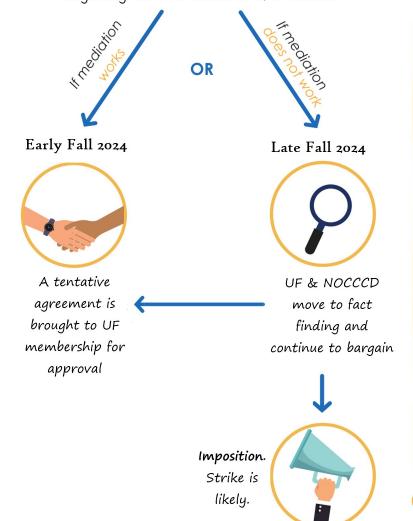


IMPASSE TIMELINE

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



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



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.