

## District Collective Bargaining Update

The East Greenwich Township Board of Education (“Board”) and the East Greenwich Education Association (“EGEA”) have negotiated in good faith since May 31, 2017 over the terms and conditions of a successor (new) collective bargaining agreement.

The current collective bargaining agreement between the Board and the EGEA expired on June 30, 2017. However, under applicable New Jersey law, all terms and conditions of the expired collective bargaining agreement remain in force and effect during the negotiations process for a new collective bargaining agreement. No employee covered by the expired collective bargaining agreement is deprived of any terms and conditions of employment as the negotiations continue. Salaries and benefits continue to be paid and provided to all covered employees as existed under the expired collective bargaining agreement.

As such, there is no such thing as “working without a contract” since covered employees enjoy all protections as afforded by New Jersey law when an Impasse is declared.

The parties met for face-to-face negotiations in May, June, July, and September 2017. The parties were able to temporarily agree to dozens of language changes to the collective bargaining agreement. Ultimately, however, despite the good faith negotiations on both sides, the parties reached what is called an “Impasse”. An Impasse is recognized by New Jersey labor law as a formal declaration of the parties’ request to continue the negotiations process, but with the intervention of a 3<sup>rd</sup> party, State-appointed Mediator. Impasse was declared by both sides in September 2017 after seven (7) face-to-face negotiations sessions between the parties.

A declaration of Impasse is a common practice regarding negotiations between Boards of Education and local educational associations throughout the State of New Jersey. A 3<sup>rd</sup> Party State-appointed Mediator’s purpose is to facilitate the possible settlement of the negotiations between the parties.

The parties are waiting to hear from the Mediator as to the date of the next meeting.

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