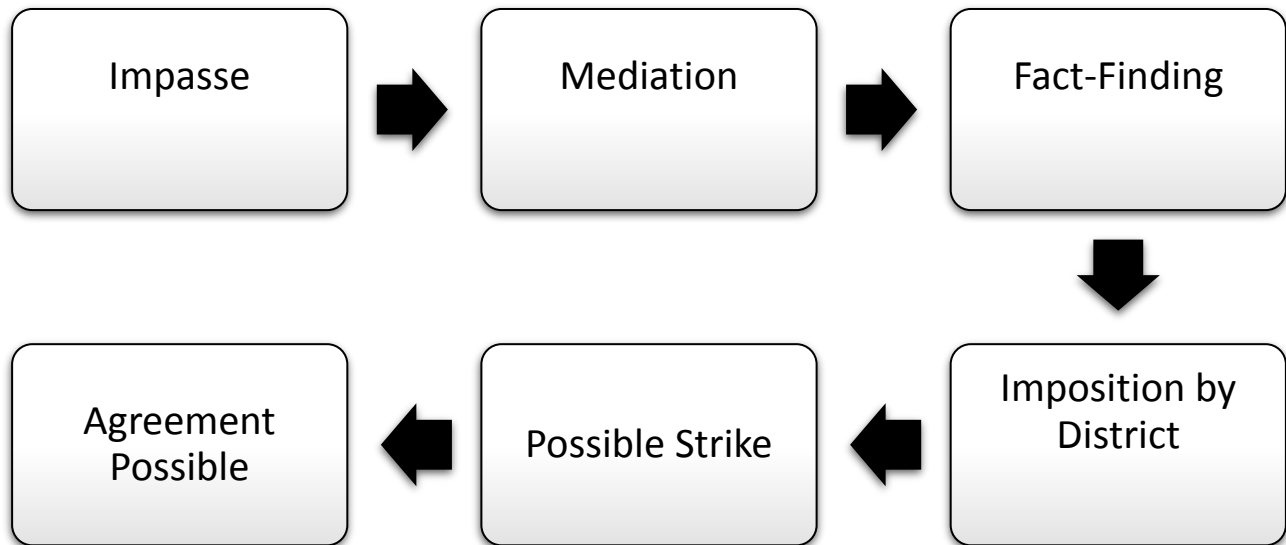




## SO WHAT NOW?

Now that we have had two mediation meetings – what now?

Below is an outline of the next steps in the process:



- Mediation can take as long as the mediator decides there is hope for a settlement
- Fact-Finding is a lengthy process that is overseen by an independent panel. Unlike its name, it isn't always about the "facts." A report is issued by the panel.
- Imposition is when the District can choose to "impose" their last offer.
- After imposition by the District, possible strike. A strike vote is taken before this step.
- An agreement can be reached before, during or after any of these steps.
- The Board can CHOOSE to settle at any time!

### WHAT IS "WORK TO RULE?"

This is the tactic of working to the exact "rule" of the contract. This is used to "show" the Board and District how much extra time and effort you put into your jobs that they don't even realize or appreciate. We will send more information if and when we move to this action.