

# Training in Interest-Based Processes

PERC mediators train public sector employers and employees in the skills and techniques of interest-based (also called collaborative or “win-win”) bargaining and problem solving. While the interest-based process does not eliminate all conflict, interest-based processes provide specific alternative skills for parties to identify and resolve problems and issues. These skills also enhance the parties’ collective bargaining agreements, work group effectiveness, and long term relationships. PERC’s highly interactive training concentrates on the following principles to generate positive outcomes:

- Focus on issues, not on personalities or the past.
- Focus on the interests underlying the issues, not on positions.
- Focus on mutual interests and satisfying the other party’s interests as well as your own.
- Develop and consider numerous options (solutions) that resolve issues and satisfy interests.
- Judge options according to standards, not by power or leverage.

Training is offered in the following two complementary formats:



## ***Interest-Based Bargaining (IBB)***

This program jointly trains decision makers and negotiating teams who are negotiating collective bargaining agreements. The parties learn the principles of interest-based bargaining (IBB) through lecture, discussion, and exercises. The program begins with one day of training in the skills and techniques used in the IBB process. The training continues with PERC mediators facilitating the initial negotiation sessions where the parties use IBB to develop ground rules, review standards, and work through the first issues in bargaining (usually a total of 4 to 5 days).



## ***Interest-Based Decision Making and Committee Effectiveness (Labor/Management Committees)***

This program jointly trains members of labor/management committees in the interest-based process. The program is designed for labor/management committees performing an ongoing role maintaining communications between the employer and the bargaining unit during the life of a collective bargaining agreement. Training is appropriate at any time once a committee is formed. This program normally consists of one day of training in IBB skills and techniques, with follow-up facilitation during the first few committee meetings (usually a total of 3 days).



## *How to Schedule Training*

Parties to a collective bargaining relationship should submit a **joint request** for training. PERC does not charge for this training. Please allow **at least four weeks lead time** for scheduling and planning.

To request training, for more information, or to discuss your specific situation, please call (360) 570-7300 and ask for an IBB coordinator or e-mail: [IBBinfo@perc.wa.gov](mailto:IBBinfo@perc.wa.gov).



### **PUBLIC EMPLOYMENT RELATIONS COMMISSION**

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“It is the intent of the legislature by the adoption of this [act creating the Public Employment Relations Commission] to provide, in the area of public employment, for the more **uniform and impartial ... efficient and expert** administration of public labor relations ... and to thereby ensure the public of quality public services.” RCW 41.58.005(1).



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