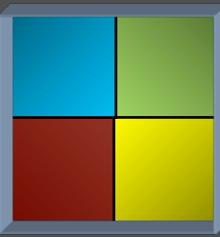


Pre-Decisional Involvement (PDI): How to address the outcome of a PDI process





So you finished the PDI process, now what?

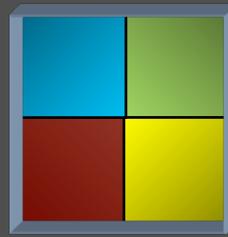
- Did you reach a full consensus on all issues relating to the topic?
- Did you reach a consensus on *some* issues but not others?
- Did the PDI process not result in a consensus?

Consensus
on all issues

Consensus
on some issues

No Consensus

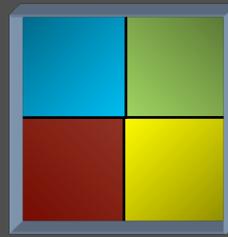
PDI Outcome: Full Consensus



Do the PDI participants have the authority to enter into a binding agreement?



PDI Outcome: Full Consensus

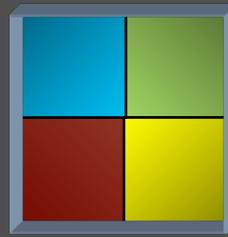


When PDI participants **DO NOT have the authority to enter into a binding agreement...**

→ ...Then the agreement can be put into a recommendation to the authorized decision-makers for further action, as appropriate.



PDI Outcome: Full Consensus



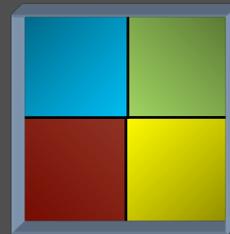
When PDI participants **DO have the authority to enter into a binding agreement...**

...then the parties can put this into a written agreement subject to the following considerations:

CONTINUE



PDI Outcome: Full Consensus

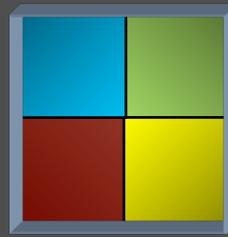


Are all bargaining issues resolved by this consensus?

In other words, is it everyone's expectation that no further bargaining is required?



PDI Outcome: Full Consensus

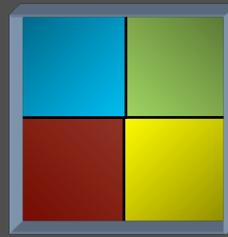


If you reached agreement/consensus but one or both parties believe that further bargaining may be necessary...

→ ...Then the agreement reached during PDI can be put into writing, with an understanding that the Agency will give the Union notice and opportunity to bargain, as appropriate, before implementing any change.



PDI Outcome: Full Consensus



If all bargaining issues **ARE** resolved there are two possible options:

Put it all in an MOU/MOA with an understanding that...

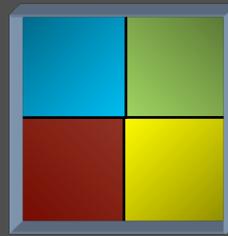
CONTINUE

Divide the agreement between ...

CONTINUE



PDI Outcome: Full Consensus



You chose Door Number One!

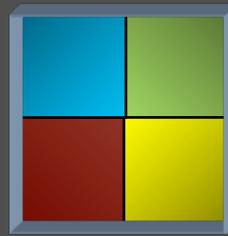
You can simply put your entire agreement into one written document, with an understanding that if disputes or changes arise later, the parties may need to address them through their established processes.

→ *If, for example, there are parts of the agreement that restrict the agency's ability to exercise management rights, the agency may have the right to make changes to those parts of the agreement. If it does so, however, this may trigger a duty to bargain over the negotiable aspects of those changes.*

NEXT



PDI Outcome: Full Consensus



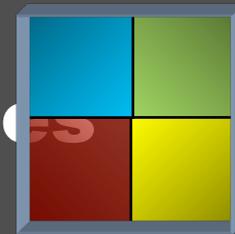
You chose Door Number Two!

You can divide the agreement between the issues involving management's rights and other issues, such as impact and implementation. For example:

- *Part 1: The Union concurs with management's decision to _____.*
- *Part 2: Agency and Union agree to the following MOU.*



PDI Outcome: Consensus on Some Issues

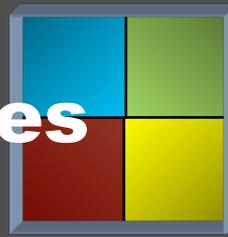


If the PDI process resulted in a consensus on *some* issues but not others...

Do the PDI participants have the authority to enter into a binding agreement?



PDI Outcome: Consensus on Some Issues

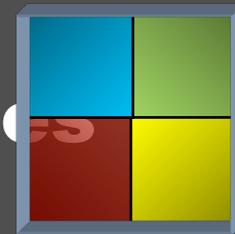


When PDI participants **DO NOT have the authority to enter into a binding agreement...**

- ...Then the agreement may be put into a recommendation to the authorized decision-makers for further action, as appropriate.
- ...The areas of disagreement may be summarized in a report to the authorized decision-makers for further action, as appropriate.



PDI Outcome: Consensus on Some Issues

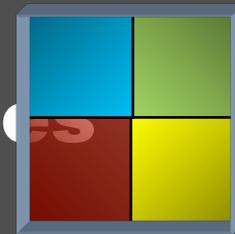


When PDI participants **DO have the authority to enter into a binding agreement and they have reached consensus on *some* issues...**

Do the parties agree to proceed with implementation of what they have agreed upon?



PDI Outcome: Consensus on Some Issues



If...

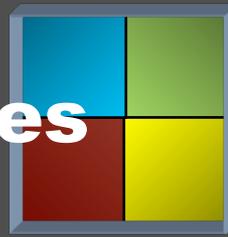
- PDI participants have reached consensus on *some* issues *and***
- they have the authority to enter into a binding agreement *and***
- they agree to implement what they've agreed upon...**

...then the parties should put this into a written agreement subject to the following considerations:

CONTINUE



PDI Outcome: Consensus on Some Issues



There are two possible options:

Put it in an
MOU/MOA
with an
understanding
that...

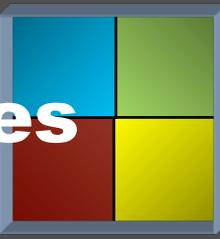
CONTINUE

Divide the
agreement
between ...

CONTINUE



PDI Outcome: Consensus on Some Issues

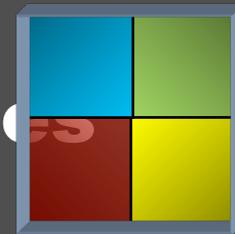


You chose Door Number One!

You can simply put your entire agreement into one written document, with an understanding that if disputes or changes arise later, the parties may need to address them through their established processes. Also, all other issues that are not resolved by the partial agreement are subject to negotiation, as appropriate.

→ *If, for example, there are parts of the agreement that restrict the agency's ability to exercise management rights, the agency may have the right to make changes to those parts of the agreement. If it does so, however, this may trigger a duty to bargain over the negotiable aspects of those changes.*





You chose Door Number Two!

You can divide the agreement between the issues involving management's rights and other issues, such as impact and implementation. For example:

- *Part 1: The Union concurs with management's decision to _____.*
- *Part 2: Agency and Union agree to the following MOU.*

All other issues that are not resolved by the partial agreement are subject to negotiation, as appropriate.



NEXT



PDI Outcome: Consensus on Some Issues



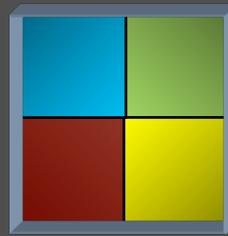
If...

- PDI participants have reached consensus on *some* issues *and*
- they have the authority to enter into a binding agreement *and*
- one or both parties do **NOT** agree to implement what they've agreed upon until all issues are resolved...

→ ...Then the parties can capture their consensus in writing, with an understanding that the Agency will give the Union appropriate notice and opportunity to bargain before implementing any change.



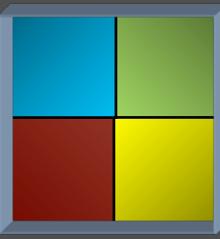
PDI Outcome: No Consensus



No Consensus

- For various reasons, there are times that the PDI process does not result in consensus. That's OK. Sometimes forces beyond your control make it difficult to reach consensus and sometimes consensus was not the intended goal.
- Either way, the agency must give the union notice and opportunity to bargain to the extent required by the Statute before implementing any changes in working conditions.





Congratulations! You've finished this branch of the PDI outcome process

→ To go back to the beginning and explore a new outcome click here:



→ For additional information and resources on our website click here:

