

# Indiana State Teachers Association



## INDIANA STATE TEACHERS ASSOCIATION

*A Commitment To Quality*

**Nathan G. Schnellenberger**, President    **Teres F. Meredith**, Vice President  
**Kathy A. Parks**, Treasurer            **Warren L. Williams**, Executive Director

150 West Market Street, Suite 900, Indianapolis, Indiana 46204-2875

Phone: 317.263.3400    800.382.4037

Fax: 317.655.3700    800.777.6128

[www.ista-in.org](http://www.ista-in.org)



Adopted by ISTA  
Board of Directors

September 11, 2004



## TABLE OF CONTENTS

PURPOSE OF THE POLICY .....	3
DEFINITION OF TERMS.....	4
PROCEDURES FOR REQUESTING A JOB ACTION EVALUATION.....	5
PROCEDURES FOR CONDUCTING A JOB ACTION EVALUATION.....	6
AREAS FOR CONSIDERATION IN FORMULATING FINDINGS AND RECOMMENDATIONS.....	8
SELECTION OF ASSESSMENT FORMS.....	8
ASSESSMENT OF CURRENT STATUS.....	9
ASSESSMENT FOR WITHDRAWAL OF SERVICES.....	10



## PURPOSE OF THE POLICY

This ISTA Job Action Evaluation Policy was drafted by ISTA staff, recommended by the ISTA Member Rights Strategic Team, and approved by the ISTA Board of Directors for the purpose of increasing the preparedness of a local bargaining affiliate facing difficulties in reaching a fair and equitable contract settlement.

This policy has been drafted and approved with the recognition that the ultimate action a local bargaining affiliate can take in its efforts to reach a fair and equitable contract settlement is the withdrawal of its services as set forth in the following ISTA Resolution:

### *B-21 WITHDRAWAL OF SERVICES*

*The Indiana State Teachers Association realizes that educational employees may have no choice but to resort to withdrawal of services in order to correct conditions in situations:*

- a. where conditions make it impossible for educational employees to provide quality education;*
- b. where solutions have been proposed but have not been conscientiously explored, and*
- c. where solutions have been proposed but not initialed and accomplished in a timely manner.*

*The Association denounces the staffing of schools with untrained, unqualified, or noncertificated persons at any time and encourages school boards to officially close schools when work stoppage is declared by the recognized professional organization. Neither should certified personnel be used to keep schools open during the period of withdrawal of services. The Association condemns the use of the ex parte injunction, the jailing of educational employees, fines and excessive bail in work stoppages.*

Source of "B-21 Withdrawal of Services": [ISTA Handbook 2003](#)

**DEFINITION OF TERMS**

**LOCAL BARGAINING AFFILIATE**

A local bargaining affiliate must be affiliated with the ISTA and NEA, and shall be the recognized “exclusive representative”, as that term is defined IC 20-7.5-1-2 (1), Indiana Public Law 217, in order to receive assistance from ISTA under this policy.

**JOB ACTION**

A job action, for the purpose of this policy, shall be defined as the actions taken by a local bargaining affiliate in response to a bargaining impasse that will likely remain unresolved unless extraordinary measures are taken to effect a satisfactory resolution. The ultimate job action taken by any local bargaining affiliate shall be the withdrawal of services by members of that bargaining unit.

**JOB ACTION EVALUATION**

A job action evaluation involves extraordinary measures planned by the local bargaining affiliate to effect resolution of a bargaining impasse, (may include the establishment of a special ad hoc internal structure, separate budget, concentrated internal and external public relations, political action, and other such measures as may be appropriate and designed to produce a fair and equitable contract settlement).

**JOB ACTION EVALUATION COMMITTEE**

The Job Action Evaluation Committee is comprised of two (2) ISTA professional staff members, two (2) local association leaders with bargaining and organizing experience, and one (1) ISTA manager appointed by the ISTA executive director, or his/her designee. The number of committee members for each category may be increased as the situation warrants. The committee’s primary charges are to evaluate the collective bargaining impasse, to make findings of preparedness of the local bargaining affiliate to conduct effective and successful job actions, and to recommend the level of ISTA services and support needed to assist the local bargaining affiliate. In carrying out its charges, the committee will use one of the two assessment forms attached:

- 1) *Assessment of Current Status*
- 2) *Assessment for Withdrawal of Services*

Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

E. Has the association developed a complete strike structure, including area coordinators, picket captains, etc.? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

F. Who is the strike coordinator? \_\_\_\_\_

\_\_\_\_\_

Date Assessment was completed: \_\_\_\_\_

**Job Action Evaluation Committee Members**

\_\_\_\_\_, Chairperson

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

A. What is your evaluation of the attitude of each member of the bargaining team and other leadership concerning the job action? Are your leaders and team unified?

Attitudes: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Unity : \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

B. Is the association leadership representing the membership priorities?  
Yes \_\_\_\_\_ No \_\_\_\_\_

If "no," what priorities are being ignored? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

C. Is the bargaining team representative of the membership?  
Yes \_\_\_\_\_ No \_\_\_\_\_

If "no," how isn't it representative? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

D. Does the membership support the bargaining team?

## PROCEDURES FOR REQUESTING A JOB ACTION EVALUATION

- A. If the president of a local bargaining affiliate believes the current collective bargaining impasse may require a job action to facilitate agreement, the president may request a job action evaluation. If withdrawal of services by bargaining unit members is being considered, then the local president must request a Job Action Evaluation be conducted in order to receive ISTA services and support.
- B. The request for the Job Action Evaluation must be submitted in writing to the ISTA executive director, or his/her designee.
- C. If the ISTA executive director, or his/her designee, determines the Job Action Evaluation is appropriate, the executive director, or his/her designee, shall appoint members to serve on the Job Action Evaluation Committee. The committee shall conduct an on-site evaluation of the readiness of the local bargaining affiliate to conduct effective and successful job actions, including possible withdrawal of services by bargaining unit members, and to make recommendations.
- D. The ISTA executive director, or his/her designee, shall name one member of the Job Action Evaluation Committee to serve as the chairperson. The chairperson shall be responsible for organizing the on-site evaluation; drafting the committee's written findings and recommendations, with input from the committee; and distributing these written findings and recommendations as provided for in Procedures for Conducting a Job Action Evaluation, E., of this policy.

**PROCEDURES FOR CONDUCTING A JOB ACTION  
EVALUATION**

- A. The Job Action Evaluation Committee shall conduct an on-site hearing with the chairperson presiding. At the hearing, representatives of the local bargaining affiliate and the local UniServ Director shall present to the committee all relevant testimony and documents relating to the following:
1. the history of bargaining between the parties;
  2. an analysis of the status quo bargaining agreement;
  3. an analysis of the financial condition of the corporation;
  4. an analysis of local bargaining affiliate and school board relationship on non-bargaining matters;
  5. an assessment of school board/administrative personnel/chief bargaining spokesperson's attitudes, especially toward job actions;
  6. an assessment of job actions taken to date by the local bargaining affiliate;
  7. an assessment of the local bargaining affiliate's structure and program;
  8. an assessment of the local bargaining affiliate's leadership and bargaining team members' attitudes toward job actions;
  - \*9. an assessment of community's attitudes toward job actions;
  - \*10. an assessment of key leaders' attitudes within the community toward job actions;
  - \*11. an assessment of local judicial attitudes toward job actions;
  12. an assessment of availability of substitute teachers should withdrawal of services occur;
  13. a review of internal and external public relations by the local bargaining affiliate;
  14. a review of internal and external political action efforts of the local bargaining affiliate;
  15. a review of the local bargaining affiliate's community organizing efforts;
  16. a review of other methods of impasse resolution that have been utilized by the parties;
  17. a review of the readiness of the local bargaining affiliate to take job actions, including withdrawal of services by bargaining unit members; and
  18. a review and assessment of all other available and relevant information and data.

*\*It is recommended that this item be assessed by the members of the Job Action Evaluation Committee.*

gaining team?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- F. In your estimation, how long is management willing to hold out during a strike?

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**X. Internal Communications**

- A. Have general and/or building membership meetings been held regarding bargaining? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- B. Has the association frequently dealt with bargaining in the local association newsletter? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**XI. Association Preparedness and Strengths**

School Corporation Administrative Personnel	Perceived Views
Board Members	
Board Attorneys	
Board Negotiators	
Administrators	

B. Who are the key power figures in management?

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

C. What is the management team's strategy and what are their objectives?

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

D. What is the management team's key strengths and weaknesses?

Strengths: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Weaknesses: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

E. What is the relationship between the board and the management bar-

B. The Job Action Evaluation Committee may request any additional testimony and documents the committee deems necessary to write its findings and recommendations.

C. The Job Action Evaluation Committee may conduct surveys, conduct interviews or engage in other such activities as the committee deems necessary to complete its work.

D. The Job Action Evaluation Committee shall prepare a written report concerning the status of the local bargaining affiliate. The written report shall include findings of readiness of the local bargaining affiliate for job actions, including possible withdrawal of services by bargaining unit members, and recommendations on the level of ISTA services and support needed.

E. The written report shall be submitted to the ISTA executive director, or his/her designee, within seven (7) working days after conclusion of the on-site evaluation. Copies of the written report shall be distributed to the deputy executive director for programs and the deputy executive director for communications, the local UniServ director, and the local bargaining affiliate president.

F. The ISTA executive director, or his/her designee, shall designate the individual responsible for providing appropriate ISTA services and support to the local bargaining affiliate. The ISTA services and support provided to the local bargaining affiliate shall be based on findings and recommendations of the Job Action Evaluation Committee, and any other information concerning the local bargaining affiliate and pending job actions.

G. If the local bargaining affiliate believes improper or inadequate ISTA services and support are being provided, the local bargaining affiliate shall have the right to appeal the decisions of the designated individual responsible for providing the ISTA services and support to the ISTA executive director, or his/her designee.

If the local bargaining affiliate continues to be dissatisfied with the decisions of the ISTA executive director, or his/her designee, concerning level of services and support being provided under this policy, the local bargaining affiliate shall have the right to appeal such decisions to the ISTA Executive Committee for a final determination.

H. Actual decisions to take job actions, including withdrawal of services by bargaining unit members, shall be the local bargaining affiliate's right and responsibility.

**AREAS FOR CONSIDERATION IN  
FORMULATING FINDINGS AND  
RECOMMENDATIONS**

- A. History of Bargaining between the Parties
- B. History of the Impact of Previous Job Actions
- C. Legal Conditions
- D. Bargaining Unit Member Support
- E. Financial Preparation and Implementation
- F. Political and Judicial Atmosphere
- G. Community Support
- H. Management Assessment
- I. Internal and External Communications

**SELECTION OF ASSESSMENT FORMS**

*Assessment of Current Status* – to assist in gauging the local’s readiness to begin planning job actions

*Assessment For Withdrawal of Services* – to define the local’s readiness to withdraw services

by the school corporation? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

F. Have key people in the community (who influence management decisions) been contacted and informed? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**IX. Management Assessment**

A. What is your evaluation of board members, attorneys, negotiators, and key administrators as to the views on core contract issues and strikes?

1. Core Contract Issues

School Corporation Administrative Personnel	Perceived Views
Board Members	
Board Attorneys	
Board Negotiators	
Administrators	

2. Strikes

ful bargaining? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**VIII. Community Support**

A. Will the community support teachers? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

B. Has a Citizens Committee been established? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

C. Is there media support? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

D. Will parents staff the classrooms? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

E. Does the association maintain a list of substitute teachers employed

**Job Action Evaluation**  
*Assessment of Current Status*

**I. Profile**

Name of Association \_\_\_\_\_

# of Bargaining Unit Members \_\_\_\_\_

# of Association Members \_\_\_\_\_

Association President \_\_\_\_\_

Association Bargaining Spokesperson \_\_\_\_\_

UniServ Director \_\_\_\_\_ Unit \_\_\_\_\_

Superintendent \_\_\_\_\_

Board Bargaining Spokesperson \_\_\_\_\_

Board Bargaining Spokesperson's Occupation \_\_\_\_\_

**Association Bargaining Team**

	Name	Building	School Phone
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____

**Bargaining Support Team**

	Name	Building	School Phone
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____

**Board Bargaining Team**

	Name	Position	Address
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____

A. Would state legislators be supportive of a job action?

Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

B. Has the local PAC had any success in electing board members?

Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

C. Would a strike help, or hurt, a possible competing organization?

Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**VII. Employer Actions**

A. Has the school board engaged in intensive efforts to gain community or membership support? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

B. Has the school board consistently displayed a resistance to meaning-

D. Would a strike destroy the membership of the association?

Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

E. Are there key local association leaders who are not supportive of the association bargaining team and contract problems?

Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**V. Financial Preparation**

A. Would withdrawal of services result in financial hardship to bargaining unit members? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

B. Has a strike budget been prepared? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

C. Are sufficient funds available locally to handle the anticipated job action? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**VI. Political Implications**

**Board Members**

Name Occupation Address

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_
- 6. \_\_\_\_\_
- 7. \_\_\_\_\_

**II. Issues in Dispute**

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_
- 6. \_\_\_\_\_
- 7. \_\_\_\_\_

**III. Other Conditions**

- A. When did the contract expire? \_\_\_\_\_
- B. Has the local association gone through mediation and fact finding?  
\_\_\_\_\_
- C. If "yes" to B, what issues, in any, were resolved? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**IV. Membership Support**

- A. What level of understanding of the issues exists among members?  
\_\_\_\_\_
- B. Are the high schools, junior high schools, and elementary teachers cohesive in their support? \_\_\_\_\_
- C. If "no" to B, what are the issues dividing these various levels?  
\_\_\_\_\_
- D. What support do you have in high visibility teaching areas; i.e., coaching, counseling, music, etc? \_\_\_\_\_  
\_\_\_\_\_
- E. Are there key local association leaders who are not supportive of the association bargaining team and contract problems? \_\_\_\_\_  
\_\_\_\_\_
- F. If "yes" to E, who are these leaders and why are they not supportive?  
\_\_\_\_\_
- G. Who may be able to positively influence each of these local association leaders? \_\_\_\_\_  
\_\_\_\_\_

- C. Would bargaining unit members likely defy an injunction?  
Yes \_\_\_ No \_\_\_  
  
Comment \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- D. Does the political "climate" in the community indicate a *conservative* or *liberal* court reaction? *Circle selected response.*  
  
Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**IV. Membership Support**

- A. Do members clearly understand the issues and agree to withhold services in sufficient numbers to require the board to bargain further?  
Yes \_\_\_\_\_ No \_\_\_\_\_  
  
Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- B. Can the high schools, junior highs, and majority of elementary buildings be completely shut down? Yes \_\_\_\_\_ No \_\_\_\_\_  
  
Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- C. What support may be expected in high visibility teaching areas, i.e., coaching, counseling, music, etc.?  
  
Comment: \_\_\_\_\_  
\_\_\_\_\_

## II. Major Issues in Dispute

### A. List of Issues

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_

B. Have all impasse provisions been considered and/or exhausted, such as mediation, fact finding, unfair labor practice charges, and/or binding arbitration? Yes \_\_\_\_\_ No \_\_\_\_\_

C. If "no" to B, which impasse provisions have not been considered and/or exhausted? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## III. Legal Conditions

A. Does an agreement currently exist? Yes \_\_\_\_\_ No \_\_\_\_\_

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

B. If teachers strike, would an injunction likely be sought?  
Yes \_\_\_ No \_\_\_

Comment : \_\_\_\_\_  
\_\_\_\_\_

## V. Political Implications

A. What level of support can the local association expect from local Legislators? \_\_\_\_\_  
\_\_\_\_\_

B. What level of involvement has the local PTA had in electing school board members? \_\_\_\_\_  
\_\_\_\_\_

C. How have the school board members elected by the local PAC support responded to the bargaining crisis? \_\_\_\_\_  
\_\_\_\_\_

## VI. Employer Actions

A. What efforts have the school board taken to gain community or membership support for its position on the issues at impasse? \_\_\_\_\_  
\_\_\_\_\_

B. Has the school board consistently displayed a resistance to meaningful bargaining? \_\_\_\_\_  
\_\_\_\_\_

C. What kind of relationship does the superintendent have with the school board? \_\_\_\_\_  
\_\_\_\_\_

**VII. Community Support**

- A. What kind of support can teachers expect from the community?  
 \_\_\_\_\_  
 \_\_\_\_\_
- B. Has a Citizens Committee been established? \_\_\_\_\_  
 \_\_\_\_\_
- C. What kind of support can the teachers expect from the media? \_\_\_\_\_  
 \_\_\_\_\_
- D. Does the association maintain a list of substitute teachers employed by the school corporation? \_\_\_\_\_  
 \_\_\_\_\_
- E. If "no" to D, where can we get such a list? \_\_\_\_\_  
 \_\_\_\_\_
- F. What key people in the community (who influence board decisions) have been contacted and informed about the bargaining crisis?  
 \_\_\_\_\_  
 \_\_\_\_\_

**VIII. Management Assessment**

- A. Who are the key power figures in management? \_\_\_\_\_
  - 1. \_\_\_\_\_
  - 2. \_\_\_\_\_
  - 3. \_\_\_\_\_
  - 4. \_\_\_\_\_
  - 5. \_\_\_\_\_

**Board Bargaining Team**

	Name	Occupation	Address
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____

**School Board Members**

	Name	Occupation	Address
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____

**Association Bargaining Team**

	Name	Building	School Phone
1.	_____		
2.	_____		
3.	_____		
4.	_____		
5.	_____		
6.	_____		
7.	_____		
8.	_____		
9.	_____		
10.	_____		

**Association Bargaining Support Team**

	Name	Building	School Phone
1.	_____		
2.	_____		
3.	_____		
4.	_____		
5.	_____		
6.	_____		
7.	_____		

B. What is the management team’s strategy and what are their objectives? \_\_\_\_\_  
\_\_\_\_\_

C. What are the management team’s key strengths and weaknesses?

Strengths	Weaknesses

D. What is the relationship between the board and the management bargaining team? \_\_\_\_\_  
\_\_\_\_\_

**IX. Activities**

A. Have general and/or building membership meetings been held regarding bargaining? \_\_\_\_\_

B. If “yes” to A, what feedback has been received? \_\_\_\_\_  
\_\_\_\_\_

C. Has the association frequently dealt with bargaining in the local association newsletter? \_\_\_\_\_  
\_\_\_\_\_

D. What job actions have been taken? \_\_\_\_\_  
\_\_\_\_\_

E. Describe the results of the job actions. \_\_\_\_\_  
\_\_\_\_\_

**X. Association Preparedness and Strengths**

- A. How has the association leadership determined it is representing the membership priorities? \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
- B. Is the bargaining team representative of the membership? Please explain. \_\_\_\_\_
- C. What is the level of membership support for the association bargaining team? \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
- D. Has the association developed a complete calendar that includes a contract settlement deadline? \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

This assessment was completed on \_\_\_\_\_.  
 (date)

**Job Action Evaluation Committee Members**

\_\_\_\_\_, Chairperson  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Job Action Evaluation  
 Assessment for Withdrawal of Services**

**I. Profile**

Name of Association \_\_\_\_\_  
 # of Bargaining Unit Members \_\_\_\_\_  
 # of Association Members \_\_\_\_\_  
 Association President \_\_\_\_\_  
 Association Bargaining Spokesperson \_\_\_\_\_  
 UniServ Director \_\_\_\_\_ Unit \_\_\_\_\_  
 Name and Address of Superintendent \_\_\_\_\_  
 \_\_\_\_\_  
 Salary \_\_\_\_\_ Years in Corp. \_\_\_\_\_ Has he/she negotiated? \_\_\_\_\_  
 Name of Board Spokesperson \_\_\_\_\_  
 Board Spokesperson's Occupation \_\_\_\_\_