

1 negotiations or employee-employer relationships in the
2 public sector, they used the words "collective negotiations."

3 One of the problems is whether you can make
4 contracts. Collective bargaining implies reaching an
5 agreement through contract. Public school systems, for
6 example, which are large employers but are not independent
7 and they cannot assure certain funds and as the law has
8 been held, we are not in a position to sign a contract.
9 Do you have any implications in this statement of the
10 use of the word "collective bargaining" that contracts
11 are involved?

12 DELEGATE BOTHE: The implications are, as I
13 believe they are defined in the National Labor Relations
14 Act. You are looking toward an agreement. When you are
15 speaking of a contract, I do not know whether you are
16 distinguishing a written contract from an agreement and
17 this proposal does not purport to make any such distinction.
18 It is merely a question of the employer and the employee
19 sitting down and talking it over in the hope that they
20 can reach an agreement satisfactory to both.

21 Whether that agreement involves a written