Interest Based Bargaining is different to traditional models of bargaining as it focuses on both teams working as problem solvers.

The first step is for both teams to establish their interests:
- **Interests: Why** do both sides want to make this change? (e.g., for class size, we may say that we are interested in teachers reducing their workload & in students getting more 1:1 support etc.)

Together, we make a list of all the possible solutions, or options, to the issue in front of us. For salary, we still discuss a percent increase, but we can also talk about:
- Squaring the schedule
- Adding columns
- Putting money into benefits then giving those on the free plan the additional cash
- What other options can you think of?

Both sides get to go through the list and mark any option that does not serve our interests in red, anything we need to talk more about in yellow & anything that we like in green.

Teams sit in a circle, one district, then one union member and discuss together all of the yellow and green options. We can combine, or adjust, but it is a group decision.

What if we don’t like this new model?
- MBTA maintains the right to opt out of IBB style bargaining (as does the district at any point).
- This was recommended by CTA & the team is hopeful after our two days of training that this will be a positive step forward.

Teams can still caucus at which point they also check-in with the MBTA President. In the end, we get a proposed solution that we bring to MBTA members for approval. Nothing happens without approval from membership.