



State of Delaware
Public Employment Relations Board
4th Floor, Carvel State Office Building
820 N. French Street
Wilmington, Delaware 19801

Telephone: (302) 577-5070
Facsimile: (302) 577-3297

Summary of Mediation Procedures

- After a reasonable period of negotiations, if no agreement has been signed, the parties may voluntarily submit to mediation.
- If no agreement is reached by **sixty (60) days** prior to expiration of an existing agreement, or after sixty days of negotiations in the case of a newly certified representative, both parties are required to immediately notify the PERB as to the status of negotiations.
- If the parties have not voluntarily agreed to submit to mediation and less than **thirty (30) days** remain before contract expiration, or after ninety days of negotiations in the case of a newly certified representative, the PERB will appoint a mediator if requested by **either** the employer or the union.
- A request for mediation must be submitted in writing to the PERB offices and should contain the following information:
 - Name, address and telephone number of the public employer and the name and title of its representative.
 - Name, address and telephone number of the exclusive bargaining representative, and the name and title of its representative.
 - A description of the bargaining unit, including the approximate number of employees in the unit.
 - The dates and duration of negotiation sessions.
 - The termination date of the current agreement, if any.
 - A detailed statement of the facts giving rise to the impasse, including a description of all issues in debate. PERB Regulation 8
- On receipt of a request for mediation from one party, the PERB will forward that request to the other party to the negotiations and solicit its input on the impasse. Where the parties are within thirty (30) days of expiration, the PERB will proceed to appoint a mediator based upon the request and will forward the supplemental information from the other party to the mediator upon its receipt.

- The PERB appoints mediators from its panel. Effort is made to match the mediator's skills and experience to the impasse as described in the parties information detailing the impasse.
- Mediation is funded by the PERB and is limited to three sessions with the mediator.

Statutory References:

Public Employment Relations Act: 19 Del.C. §1314

Police Officers and Firefighters Employment Relations Act: 19 Del.C. §1614

Public School Employment Relations Act: 14 Del.C. §4014