



BENSALEM TOWNSHIP SCHOOL DISTRICT

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Questions and Answers Regarding the Fact-Finding Process

Q. What is fact-finding?

A. Fact-finding is an option for both sides to pursue when negotiations are at an impasse. In the process, a neutral, third-party person called a fact-finder is assigned by the Pennsylvania Labor Relations Board (PLRB) to examine both of the proposals on the table and make recommendations based upon those proposals.

Q. How long does fact-finding usually take?

A. Once the request for fact finding is received and the PLRB appoints a fact-finder, he or she has 40 days to issue a report containing recommendations for a contract. Once both sides have received the fact-finder's report, they then have 10 days to notify the Pennsylvania Labor Relations Board (PLRB) as to whether or not they accept the report in its entirety. If one or both of the parties reject the report, the report is made public. No less than five days and no more than 10 days after the report is made public, each side must again inform the PLRB as to whether or not it accepts the report.

Q. Is the fact-finder's report binding?

A. If accepted, the fact-finder's report is binding and becomes the contract to which both parties must adhere. If the fact-finder's report is rejected, it still could be used by both parties as a framework for a contract which they could continue to negotiate.