

# Interest Based Collective Bargaining

Training provided by **m** BUREAU OF MEDIATION SERVICES



## About us

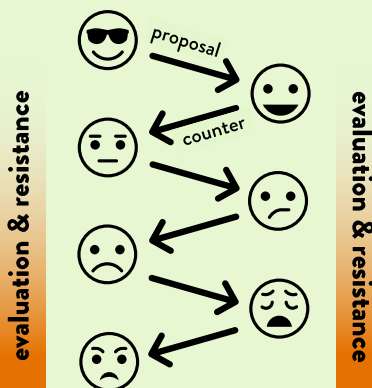
The mission of the Minnesota Bureau of Mediation Services is to promote stable and constructive labor-management relations and the use of alternative dispute resolution & collaborative processes.

## What is Interest Based Collective Bargaining?

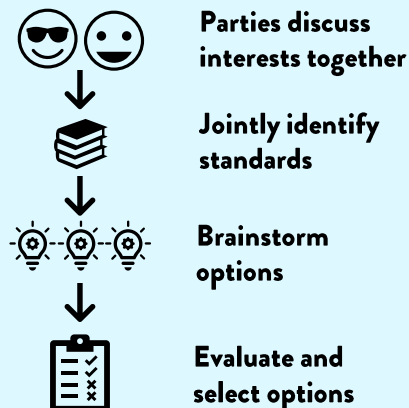
Interest Based Collective Bargaining (IBCB) is a consensus approach to bargaining where the parties work to understand the **interests** behind the issues. The parties collectively brainstorm and select options to meet those interests.



## Positional bargaining



## Interest based



After the parties complete the training, the BMS can also facilitate the IBCB process.



**m**  
BUREAU OF  
MEDIATION SERVICES