

NEGOTIATION GROUND RULES

1. The parties enter into these negotiations and agree to be bound by the ground rules consistent with their obligation under the law to negotiate in good faith.
2. Negotiations will be held virtually. Everyone must display name and be identifiable.
3. Meetings shall not exceed two (2) hours, beginning from the scheduled start time of each bargaining session, unless a longer period of time is mutually agreed.
4. The time, date and location for the next four (4) meetings will be scheduled at the first (1st) meeting. Meetings will alternate between 1:00 PM and 3:00 PM.
5. Other than in an emergency, each party will endeavor to give at least three (3) days' notice of cancellation.
6. Both parties will provide information pertaining to bargaining issues in a timely manner when requested by the other side.
7. Each party shall have the right to caucus at any time for a reasonable period of time during the negotiating session.
8. No tape-recordings of the negotiations will be made without the mutual agreement of the parties. Individual team members may take written notes.
9. Negotiations will be conducted on a "package bargaining" basis. Agreement on any individual item(s) is subject to complete written agreement on all terms of a successor contract.
10. Initial proposals shall be exchanged at the first (1st) meeting. Each party retains the right to add, amend, modify, or withdraw any collective bargaining proposal throughout the course of bargaining, and consistent with their respective obligations to negotiate in good faith. The parties agree that a "new proposal," i.e. a proposal on a subject matter not previously presented by a party, shall not be made by either party after the second (2nd) negotiation session between the parties.
11. At the conclusion of negotiations, a memorandum of agreement shall be drafted and signed by the parties.
12. Any agreement reached by the employer bargaining team is subject to ratification by its governing body. The Association reserves the right of ratification by the Association membership.
13. Upon completion of the negotiations and ratification of the memorandum of agreement, the parties shall enter into a complete contract incorporating all terms of the parties' agreement.
14. Negotiations shall proceed on a confidential basis, subject to either party's 48 hour notice to the other that it, subject to the obligation of good faith bargaining, intends to 'go public' with respect to the negotiations. This ground rule shall not preclude either party from informing and consulting with their respective constituencies.

ACCEPTED AND AGREED TO BY THE PARTIES AS PROVIDED ABOVE:

For the Employer:

For the FUSE:
