

### **Ground Rules for OSEA Chapter 37 Contract Negotiations 2018**

1. Bargaining sessions shall begin on time at the mutually agreed upon time.
2. Bargaining team members will make every effort to attend all bargaining sessions.
3. Bargaining team members will treat each other with respect and professional courtesy.
4. Bargaining team members will be recognized as equals during negotiations.
5. Bargaining teams may caucus when requested.
6. If bargaining sessions are held during the regular scheduled work hours of any bargaining team members, they will not lose pay for attending bargaining. It is required that bargaining team members notify their supervisors in advance of their absence and that they schedule substitute coverage, if needed for their position.
7. Bargaining teams may invite guest speakers to attend negotiations but must give reasonable advance notice.
8. All initial bargaining proposals must be included in the initial written proposal at the agreed upon date to exchange initial proposals. The District's proposals shall be on green paper and OSEA's proposals shall be on blue paper.
9. All bargaining proposals shall be presented in writing including strike throughs of current contract language and underlining of new contract language.
10. Tentative agreements shall be signed and dated by the bargaining chairs of each bargaining team and will become effective upon completion of the ratification process.
11. The media will not be contacted without prior notification to the other bargaining team. The District will respond to media information requests as per public records law and will notify the OSEA bargaining chair at the time of the response.

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OSEA Bargaining Chair

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District Bargaining Chair