

Proposed Ground Rules

UConn-AAUP Contract Negotiations 2015 September 25, 2015

In the spirit of open communication and to foster respectful, orderly, and productive bargaining, the UConn-AAUP and the University of Connecticut agree on the following ground rules to be used during this collective bargaining process:

- 1. Each team shall select each of their negotiators and one of its members to serve as its Chief Negotiator.**
- 2. Negotiations will be conducted at mutually agreeable times and locations. Meeting times may be extended by mutual agreement of the Teams. Each Team shall come to the table prepared to discuss and negotiate.**
- 3. Each bargaining Team shall come authorized and able to reach tentative agreement at the table.**
- 4. Either party may have up to 3 observers per bargaining session and shall identify those individuals to the other side at least three working days in advance.**
- 5. Before adjourning each meeting, the Teams will set a tentative agenda and confirm the date, time, and location for the next meeting.**
- 6. Formal proposals and counterproposals shall be made in writing, indicate the party making the proposal or counterproposal, and the date on which it was made. Parties shall provide electronic versions of such documents in a clean copy and in Word format within a reasonable amount of time, but not less than 48 hours prior to the next negotiating session. Either side can submit and request a track change format of these documents.**
- 7. Either party may call a caucus at any time during negotiations. When a team calls a caucus, they must let the other team know approximately how much time the caucus will take and report back at the end of that time if more time is needed.**
- 8. In order to promote the timely completion of an agreement, each side will propose three potential mediators by the third negotiating session and jointly investigate a possible interest arbitrator. Neither party shall invoke mediation prior to discussion with the other side; the cost of the mediator and/or arbitrator will be split between the parties. As required by statute, both parties must mutually agree that negotiations have come to impasse in order to invoke interest arbitration. If the parties cannot agree on a choice for a mediator, the procedures of the State Board of Mediation and Arbitration shall be utilized. If the parties cannot agree on a choice for an arbitrator, the procedures of the American Arbitration Association shall apply.**
- 9. The parties may reach tentative agreement on particular sections or subsections of proposals as the negotiations proceed, but agreement on such proposals shall ultimately be dependent upon agreement of the entire package by both parties. Tentative agreements shall be signed by the individual authorized to do so by each side, with a date and time.**
- 10. Resource presentations may be brought to the bargaining table by either side with at least three working days notification to the other party.**

11. Each party will be responsible for keeping its own set of minutes and neither party may record the negotiations by audio or video recorder or any other device.
12. All data requests must be made in writing and must be acknowledged within 24 hours and a good faith effort made to provide the data within 5 working days.
13. Any communication to the news media characterizing the positions of the other party in negotiations shall be by prior agreement in written language agreed upon beforehand by both parties. This condition shall no longer be in effect if impasse is declared and statutory binding arbitration is invoked by either side. Both parties may inform relevant constituencies as to the progress of negotiations including the status of specific proposals and counter proposals that have already been exchanged at the table. This may be accomplished through electronic means such as a website.
14. Nothing herein shall prohibit a party from responding to public communications concerning negotiations or a party's position.

For the Union

For the University



Michael Bailey 9/25/15



Michael Eagen