

2024 BARGAINING GROUND RULES DRAFT

BSD/OSEA Bargaining Mission Statement:

The teams are engaged in a financial reopener bargain to achieve a contract which will equitably meet the needs and interests of the parties and the public. This bargaining process will establish a foundation, extending beyond ratification of the contract, which will be used in resolving issues in a collaborative, efficient, and cooperative manner. The teams will maintain a long-term relationship which is based upon openness, respect, shared commitment and a spirit of partnership in serving the public.

Facilitator: BSD and OSEA will co-facilitate bargaining meetings.

Open/Closed Sessions: All sessions shall be open to the public; the parties may mutually agree to closed sessions. All visitors will sign in on the form provided. Visitors shall be quiet and courteous. No disruptive behavior will be permitted. There shall be no questions or comments by visitors during bargaining sessions. Visitors shall sit in designated area. No electronic recording of the negotiations shall be permitted by observers. During open sessions, visitors will be extended the courtesy of receiving printed information at the time of discussion. An additional fifteen (15) copies will be provided by each team of all printed documents. If either team believes the process or personnel is being compromised due to the attendance of observers, these issues will be reviewed in closed session.

Mutual Respect: Team members will listen with respect to each speaker, and individuals shall refrain from side conversations during the bargaining sessions. All those involved at the table will endeavor to focus on issues and solutions rather than individuals.

Meeting Dates, Times and Agendas: Starting and ending times will be set in advance for each meeting but times may be extended by mutual consent. Future meeting dates shall be reviewed at the close of each session. The agenda for the next session will be set and reviewed at the conclusion of the session.

Tentative Agreements: Tentative agreements will be recorded and dated once consensus is reached on an issue.

Subcommittees: Subcommittees will be closed to the public. The use of subcommittees shall be limited to specific mutually agreed upon purposes. Subcommittee reports will be shared with the entire group at a designated bargaining session.

Exchange of Information: The teams will cooperate on data gathering and the exchange of information which will be supplied in a timely and reasonable manner. When information is requested, the parties will specify the timeline and the person responsible for retrieving the data.

Timeline: The parties agree to start the 150-day calendar statutory timeline beginning May 9, 2024, the first day proposals are exchanged. Therefore, the clock will run May 9, 2024 through October 7, 2024.

Communication: As a courtesy, each team will simultaneously provide a copy of any negotiation communication to the other team.

Caucuses: Caucuses may be called as needed by either side during the negotiations. Teams shall endeavor to minimize the number and length of caucuses. Caucuses shall only be open to the respective teams and invited resource persons.

(Addition from OSEA)

Resources: Resource persons with information related to the agenda may be called in by either team to provide information, but these persons will not be involved in the decision making. At least 24 hours' notice will be provided by the team bringing a resource.

Kyrsti Sackman
OSEA President

Date

Susan Rodriguez
BSD Chief Human Resources Officer

Date