

Ground Rules for Bargaining - 2024
HSD and HCU

1. Changes in dates and times of negotiation sessions can be made with the consent of both teams. Alternate bargaining dates will be identified immediately upon cancellation of any bargaining days.
2. Bargaining sessions will be at the District's Administration Center or other mutually agreeable locations, if space and appropriate technology is available.
3. Teams will alternate to provide meals. HSD will provide snacks and beverages.
4. Each team will present its list of articles along with an explanation of the items. Any articles that are not brought to the table by the conclusion of the fourth session will be exempt from being opened.
5. Each session, HSD will provide color paper and print equipment for the creation of hard copies of proposed language to be discussed that session. Electronic copies will also be available.
6. A draft agenda for the next meeting will be created at the end of each session and shared as a Google document. It will be reviewed at the start of the next meeting, and amended as needed by mutual agreement.
7. Both teams shall initial tentative agreements. All tentative agreements are subject to ratification by HSD and HCU.
8. Either team may call for a caucus at any time. A room, separate from the negotiation room, will be provided to each team for the purpose of caucusing, if requested. If either team's caucus will exceed 45 minutes, that team will communicate their time needs and potential need for adjournment.
9. Either team may, with 48 hours advance notice, invite experts, consultants, or extra participants to a session to provide additional information. Any exceptions can be made by mutual consent.
10. All bargaining sessions shall be open as per Oregon law unless the parties mutually decide during the course of bargaining to close any future sessions.
11. The bargaining sessions will be open to an in-person audience and live streamed virtually as well as recorded through a virtual platform for the purpose of open negotiations. Every effort will be made to ensure audio/visual quality. The District will provide the live stream link to HCU two (2) work days prior to each upcoming bargaining session. Livestream participants will be added to the Zoom visibly, in participant boxes, but will not be allowed to speak or use chat functions, unless by mutual agreement. HCU will manage the presentation of the virtual audience in the bargaining sessions.

12. Meetings will start on time in order to respect everyone's time commitment. Bargaining sessions can be extended or adjourned with mutual agreement of both parties.
13. Each team will address etiquette related to technology use within their team.
14. Each team may keep their own minutes.
15. HSD will provide the full recording of bargaining sessions to HCU the morning after the bargaining session concludes.
16. Members of the bargaining team will be in employer-paid status for one (1) day of their regular contract hours for each bargaining session. The District will pay the cost of substitutes for HCU bargaining team members.
17. The parties agree that the 150 days of bargaining under the law begin on the first date of negotiations, January 30, 2024.
18. In good faith, the parties will find time as needed to continue progress in bargaining.

For the District:


Kona Lew-Williams (Feb 23, 2024 09:25 PST)

02/23

Date

Kona Lew-Williams,
 District Human Resources Officer

For the Union:


Bethany Schaffner (Feb 23, 2024 09:48 PST)

02/23/2024

Date

Bethany Schaffner,
 HCU President










Final Copy_ Ground Rules for Bargaining

Final Audit Report

2024-02-23

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