Ground Rules for Collective Bargaining Between
GEU-UAW and the University of Connecticut

1. Negotiating sessions between the GEU-UAW ("Union") and the University of Connecticut ("University") will be held at the School of Business or at other sites mutually agreed by the parties.

2. Each side shall select its negotiating team and designate chief spokesperson(s) for the team. The designation of chief spokesperson(s) shall not prevent other members of the team from actively participating and discussing issues at the table or from serving as alternative spokesperson(s) for particular issues. The GEU-UAW and the University agree to advise the other party in writing as to the membership of their respective negotiating teams and any changes or additions to the teams.

3. All proposals shall be made in writing.

4. All information requests shall be made or promptly confirmed in writing.

5. In order to foster meaningful negotiation on the issues, at the end of each bargaining meeting an agenda shall be agreed upon for the following session.

6. If either party needs to postpone a session, it will provide as much advance notice as possible through the offices of the chief spokespersons.

7. Bargaining sessions will be held between the University bargaining team and the Union’s bargaining committee. No one other than members of the designated negotiating teams shall attend such sessions except: (1) by mutual agreement; or (2) either party may have up to two outside resource persons per session (for example, a health insurance consultant or a member of the bargaining unit, faculty or administration) present when reasonably needed to explain or advise about specialized issues under discussion at that session. The parties will advise each other in writing at least one week in advance of such a resource person’s planned attendance.

8. No unilateral press releases, reports, or comments to representatives of the news media characterizing the positions of the parties in negotiations will be made by either party or its representatives. Any communication to the news media characterizing the positions of
the parties in negotiations shall be by prior agreement in written language agreed upon beforehand by both parties. Both parties reserve the right to keep their respective members informed of the progress of negotiations. This condition shall no longer be in effect if impasse is declared and statutory binding arbitration is invoked by either side.

9. Each side will be free to caucus at any time.

10. When a tentative agreement is reached on any item, it shall be initialed and dated by each party. Once such a tentative agreement has been initialed, it shall not be withdrawn unless the complete tentative agreement is rejected by the membership of the GEU-UAW or by the University or General Assembly, as described in Paragraph 13 below.

11. Each party will be responsible for keeping its own minutes. No electronic recording device of any kind shall be used during negotiations unless by mutual agreement.

12. To promote the timely completion of an agreement, the parties will promptly endeavor to select by mutual agreement a mediator and an interest arbitrator for use in the event the parties determine that mediation would be desirable or that the negotiations have come to impasse and require interest arbitration pursuant to applicable statute.

13. Each negotiating team will be delegated sufficient authority to negotiate in good faith. For the GEU-UAW, authority to reach agreement is vested in its negotiating team, subject to membership ratification. For the University, authority to reach agreement is vested in its negotiating team, subject to approval by the Board of Trustees and the General Assembly.

14. These ground rules may be amended only by mutual written agreement.

Executed at Storrs, Connecticut, this 5th day of September 2014.

For GEU-UAW

For the University of Connecticut