

EEA/District 4J Joint Bargaining Group Agreements

On May 9, 2017, the Eugene Education Association and District 4J Bargaining teams adopted the following group agreements:

1. The parties are represented by chief spokespersons who are authorized to make proposals on the party's behalf, make tentative agreements, and present negotiation results to the party. If tentative agreements are reached on all the issues, they shall be submitted for ratification by each party. In such a case, all bargaining team members will use their best efforts to secure ratification. Ratification for the Association is by its membership. Ratification for the District is by its Board.
2. Tentative agreements will be signed and dated, and may not be withdrawn or reopened except as allowed by law or upon the mutual consent of both parties.
3. Both parties will give their first proposal on May 9, 2017. New issues for bargaining may not be introduced after the second exchange of proposals.
4. Either party may raise questions or speak on a proposal or topic, with the understanding that there is no waiver of rights in permissive or mandatory issues.
5. A team may call for a caucus at any time.
6. Each side will endeavor to understand the other's proposal and underlying interests.
7. We will all treat each other with respect.
8. Personal opinions should be identified and are not necessarily the official team position.
9. The parties may mutually agree to enter a joint caucus not held in open session. Side-bars are considered a joint caucus.
10. Negotiations sessions will be conducted in a respectful environment. Therefore, observer presence is allowed provided that observers are not disruptive, including disruptive speech while negotiations are occurring. There will be no audio or video recording of the sessions. Observers are not permitted to attend caucuses. Observers will remain at a reasonable distance from the bargaining teams.
11. Each party may designate non-bargaining team members to provide explanation.

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5-9-17