

EEA/District 4J Joint Bargaining Group Agreements

On May ____ 2021, 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 Tentative agreements will be signed and dated, and may not be withdrawn or reopened except as allowed by law or upon the mutual consent of both parties. All articles tentatively agreed to will be signed on the date of agreement.
3. All proposals between the parties will be exchanged in writing. Both parties will give their first proposals on May 20, 2021. New issues for bargaining may not be introduced after the second exchange of proposals at the May 27, 2021 meeting except as follows. To allow the athletics work group additional time to complete its work, the parties have until July 1 to introduce proposals concerning an alternative salary schedule and compensation plan for athletics coaching positions.
4. Either party may raise questions or speak on a proposal or topic, with the understanding that there is no waiver of rights by either party to refuse to bargain over permissive proposals in the future.
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. Bargaining team members will 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. The time, date and place of negotiation sessions will be established by mutual agreement. The parties will alternate hosting of each session, beginning with

EEA as the host for the May 20 session. The hosting party will provide private break out (caucus) rooms for each party.

11. Should negotiations sessions be conducted virtually, the following applies:
 - a. They will be via a Zoom.
 - b. For all public sessions, chats will be disabled for all participants. Audience members will be muted for the duration of the meeting.
 - c. There will be no recording of any session.
 - d. Members of both teams will agree to digital etiquette for negotiating sessions (using “hand raised” feature when wanting to speak, etc..)
 - e. The parties can revisit the terms of this paragraph at any time.

12. All negotiating sessions will be open to the public, which may be via Zoom or a comparable platform. Negotiations sessions will be conducted in a respectful environment. Therefore, observer presence is allowed provided that observers may not be disruptive, including speaking while negotiations are occurring, or audio or video recording the sessions. Observers are not permitted to attend caucuses. If negotiations are held in-person, observers will remain seated at a reasonable distance from the bargaining teams.

13. Each party may designate non-bargaining team members to provide explanation.