

**CMAGE/CWA LOCAL 4502  
AND  
CITY OF COLUMBUS**

**2008 CONTRACT NEGOTIATIONS**

**GROUND RULES AND PROTOCOLS**

1. The parties agree to bargain collectively with one another in a good faith effort to reach agreement. Such good faith bargaining does not mean that neither party is compelled to agree to a proposal nor does it require the making of a concession. Nothing in this paragraph is intended to diminish either party's bargaining rights or obligations under ORC Section 4117.
2. The parties agree to negotiate in private meetings pursuant to ORC Section 4117.21 and that information shared during negotiations is to be treated confidentially.
3. It is agreed that during the negotiations neither party will unilaterally issue a statement to the news media as to any negotiations issue. If, in the normal conduct of negotiations, such press releases should become necessary, the other party will be notified twenty-four (24) hours in advance of such statement.
4. Members who serve on the Union's Negotiating Team shall be released from duty with pay for those hours necessary to conduct bargaining sessions, travel to and from the sessions, for any pre- or post-negotiation work sessions, and work sessions in preparation for any dispute resolution process. Members of the Union's Negotiating Team may have their normal work schedules modified by mutual agreement to be 8:00 a.m. to 5:00 p.m. for bargaining days. No overtime will be paid as a result of such schedule changes or for such release time.
5. At the initial meeting the parties will agree upon ground rules and set calendars.
6. The parties will bargain on Tuesday and Thursday beginning July 24, 2008 and each week through July and August. The parties agree that this schedule may be modified as necessary upon mutual agreement. The target date for completion of bargaining shall be Thursday, August 28, 2008.
7. Bargaining will take place at the 25<sup>th</sup> Avenue Training Facility unless otherwise agreed upon by the parties. Bargaining sessions shall begin promptly at 9:00 a.m. and ordinarily continue through 4:00 p.m. with a

lunch break of one (1) hour and fifteen (15) minutes. Team members shall return from lunch promptly and ready to resume bargaining. These hours may be extended or otherwise modified upon the agreement of the parties if circumstances warrant.

8. Each party may call caucuses as needed. If a caucus is to exceed thirty (30) minutes, the party calling the caucus will inform the other party and give the reason for the length of the caucus.
9. Each party is obligated to comply with reasonable written requests for relevant information, as requested by the other party. Such information shall be provided within a reasonable period of time. All requests for data shall be served on the appropriate Chief Negotiator.
10. Proposals agreed to by the parties will be reduced to writing, signed by the parties, dated, and duplicated as tentative agreements at the meeting at which tentative agreement is reached or as soon thereafter as is practicable. Signed TAs are considered settled issues and will not be reopened unless mutually agreed.
11. It is understood that such tentative agreements are not finally resolved until such time as there is a final agreement ratified by the parties or resolved in accordance with ORC 4117.
12. The negotiating teams will formally communicate with each other through a spokesperson named by each party.
13. Each party may informally keep its own minutes or written records of the negotiations. No official transcript of the negotiations (either mechanical or other recording devices) will be maintained.
14. The parties agree that casual attire may be worn during bargaining sessions.
15. The statutory process under state laws applies unless the parties agree to a mutually agreed upon alternate dispute resolution procedure (MAD). The parties agree to extend the time for fact finding, pending the conclusion of bargaining.

**FOR THE CITY:**

  
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Janet J. Campbell

Date 7-29-08

**FOR THE UNION:**

  
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William H. Bain