

GROUNDRULES
University of California
And
UAW – Representing Postdoctoral Scholars
2009 Negotiations

The following groundrules shall apply to negotiations between the University of California and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO, pertaining to the negotiations between the parties for an initial contract. These ground rule provisions shall remain in full force and effect until the conclusion of the negotiations.

1. Bargaining sessions will be held at a time and place to be mutually agreed upon by the parties. The rooms selected should be large enough to accommodate everyone on the bargaining teams, close to a place with a telephone with at least one caucus room nearby. Should such a location incur a cost for the use of the location, the parties shall share the costs. Whenever possible, the parties shall meet in a neutral location or alternate between Union and University locations.
2. Neither party will invite media into a bargaining session. Neither party may directly communicate any material regarding negotiations to the media without notifying the other party in advance.
3. Only the chief negotiators or their designees may make a commitment for their respective parties.
4. An agenda for the subsequent meeting will be prepared at each bargaining session. Either party is free to suggest subjects for the agenda. To the degree possible, the parties shall keep discussion limited to the agenda.
5. Either side may caucus at any time. If a caucus develops into a lengthy session, the party calling the caucus will suggest a recess, but both parties must agree to a recess. To the extent possible, the parties will be prepared to begin each bargaining session at the agreed upon time. If it is not possible to begin at the agreed upon time, the party unable to begin bargaining will immediately notify the other party and indicate when that party will be ready to bargain.
6. Every effort will be made to notify the other party when a guest(s) will be attending a bargaining session.
7. The parties agree not to use recording or transmitting devices during the bargaining process. However, the parties agree that the use of a laptop for taking notes is permissible.
8. The parties are responsible for keeping their own minutes of the bargaining process. There will be no joint minutes.
9. All agreements reached are tentative until the parties reach a final agreement. In the interim, however, as agreement is reached on individual item(s), the parties will initial and date these tentative agreements.
10. All documents exchanged by the parties that pertain to the bargaining process will be made available to the student representative. It is the responsibility of the party presenting the documents to see that the material is made available to the student representative. The parties shall grant the student representative

reasonable opportunity to speak to each agenda item after both parties have explained their positions, with full rights provided under HEERA. The student representative shall respect and maintain the rules governing confidentiality as they pertain to all parties involved in the meeting and conferring.

11. The parties agree that during the course of negotiations there may be many proposals and counter-proposals that did not appear in the initial proposals of either side. These exchanges of proposals and counter-proposals are part of the traditional collective bargaining process and they do not represent new items that require additional public notice activity.