

**University's Ground Rules Proposal
For USA Bargaining
September 25, 2024**

1. The lead spokesperson of each party hereby represents that they have the authority to negotiate and to make tentative agreements at the table regarding the provisions of the collective bargaining agreement. A final contract is subject to the ratification of the bargaining unit and all other requirements of MGL Chapter 150E.
2. All tentative agreements (TAs) shall be in writing as they are to read in the Agreement and signed by the principal representatives for the University and the Union.
3. Meeting dates and times shall be mutually agreed to by the parties and once agreed to, shall start promptly at the scheduled time. It is further agreed that each party will make every reasonable effort to provide a twenty-four (24) hour advanced notification or as soon as possible of any delay with regard to starting times or rescheduling. Every meeting shall have a hybrid option, the primary bargaining team representatives shall meet in person unless agreed to by the parties.
4. A maximum of ten (10) of the Union's bargaining team members who are scheduled to work on the scheduled day of negotiations will be granted union release time. The Union agrees whenever possible to provide the University with at least five (5) days' notice a list of those members who will be requesting release time and attending negotiation sessions. Union members whose names do not appear on the release request will not be granted authorized release time. The University will not provide release time to any bargaining unit member who chooses to participate in contract negotiations on their own time. A maximum of fifty (50) additional Union members may attend bargaining sessions via zoom but will not be granted release time. The Union shall provide the University with two (2) days' notice a list of those members.
5. The parties reserve the right to communicate with their respective constituencies and others concerning the negotiations and consistent with the requirements and limitations of the law.
6. All correspondence between the parties concerning matters which are or may be the subject of negotiations shall be made exclusively through the lead spokespeople of each bargaining team.
7. No press release of any kind shall be communicated by either party to any media except when preceded by a twenty-four (24) hour notice to the other side.
8. The Parties may not submit new proposals after November 20, 2024, except by mutual written waiver; except, each party shall be deemed to have reserved the right, in good faith, to submit a new proposal for the purpose of facilitating the resolution of other outstanding matters or to address issues that may arise during bargaining.

For the University Staff Association/MTA




For the University of Massachusetts

