

## Negotiations Update #1

### **DISTRICT AND FACULTY UNION COMMENCE 2020-2021 REOPENER NEGOTIATIONS WITH AGREEMENT ON GUIDELINES FOR FUTURE MEETINGS**

The first meeting for the reopeners of the SCFA bargaining agreement occurred on April 1<sup>st</sup> at 1:00 pm via Zoom. Both sides discussed and agreed to the attached common guidelines for conducting future sessions and for the purpose of constructive dialogue towards achieving a mutual agreement. Both teams shared their perspective on the sunshined re-openers cited in their respective Intent to Bargain letters and asked clarifying questions. The Faculty Association also updated the group about progress in identifying a third member for the Article 5 workgroup. Finally, as a common practice for every session, the agenda for the next bargaining session was mutually developed. The meeting concluded at 3:35 pm.

Next meeting Thursday, April 8; 1:00 pm

Dr. Marrienne Williams  
Dr. Frank Nigro  
Amy Westlund  
Scott Holbrook  
Carlos Reyes (Observer)  
Mike Mari (Observer)

## **DISTRICT AND FACULTY NEGOTIATION GUIDELINES**

2020/2021

1. Address problems not people. Stay focused on the issues. Avoid personal attacks.
2. One person talks at a time. Use “MT” in the chat box to indicate you would like to speak.
3. Be on time. Notice the other team if there will be absences or late joining.
4. 48 hour notice, if possible, if the session needs to be cancelled.
5. All proposals and agreements shall be in writing, with dates.
6. Freedom to explore ideas, options and ask clarifying questions. Make thinking visible.
7. Set agendas at end of each meeting.
8. Subject matter experts can be invited as agreed to by both teams.
9. Caucus can be requested by any team at any time.
10. Negotiation sessions should be a safe space for members to speak their mind.
11. Be able to clarify intent and express impact. Be okay with unpacking a statement.
12. Avoid being judgmental.
13. Guidelines can be updated at any time by mutual consent.