

GROUND RULES FOR NEGOTIATIONS
BETWEEN
THE BOARD OF HIGHER EDUCATION
AND
THE MASSACHUSETTS TEACHERS ASSOCIATION/
MASSACHUSETTS STATE COLLEGE ASSOCIATION
DGCE UNIT

1. The parties agree that they have authority to negotiate and to make tentative agreements which shall be subject to final ratification by their constituencies. All bargaining shall be conducted at the bargaining table.
2. The parties may not submit new proposals after December 31, 2023, except by mutual consent; except, each party shall be deemed to have reserved the right, in good faith, to submit new proposals for the purpose of facilitating the resolution of other outstanding matters or to address issues that may arise during bargaining.
3. All tentative agreements shall be reduced to writing and signed and dated by a representative of each party with signatory authority; provided, however, that every such tentative agreement shall be subject to and contingent upon the parties' entering into a final and complete collective bargaining agreement, and each party shall be deemed to have reserved the right, in good faith, to reopen negotiations in respect of any such tentative agreement for the purpose of facilitating the resolution of other outstanding matters.
4. The parties shall hold meetings for the purpose of negotiations at mutually agreeable dates, times and places. Arrangements for negotiation sessions shall provide for a joint room for negotiations and private team caucus rooms. Other than for an emergency, each party will endeavor to give at least three days' notice of cancelation. The parties shall schedule two meetings in advance, which shall include start and end times and an agenda for the next meeting. The end times or start times of these meetings may be extended or revised by mutual consent of the parties. Should there be any costs associated with securing a meeting room or rooms and providing refreshments for in-person bargaining sessions, the parties agree to share the cost of collective bargaining negotiations.
5. Each side shall have the right to caucus at any time for a reasonable period of time and shall inform the other party of the anticipated length of caucus. The parties recognize the need to be efficient and productive during time spent caucusing.
6. There shall be no recording or transcripts made of bargaining sessions, including use of dictation/speech-to-text software, and there shall be no official minutes or records. Both parties are free, however, to keep their own notes of bargaining sessions. This does not exclude the use of adaptive technologies for accommodation purposes.

13. Any of the aforementioned provisions may be waived or additions made by written mutual consent of the parties.

MASSACHUSETTS TEACHERS
ASSOCIATION/MASSACHUSETTS
STATE COLLEGE ASSOCIATION

BOARD OF HIGHER EDUCATION

By: *Gilda Y. Brisaken* 25 Oct
Spokesperson Date: 2023

By: *C. Pappalardo* 11/10/2023
Date: