

ARTICLE 4

NEGOTIATION

A. PROCEDURE

1. Initiation - Either party may initiate negotiations by serving notice upon the other party of a desire to negotiate at least sixty (60) calendar days prior to the expiration of the Agreement.
2. Requests - A request from the Union shall be sent to the President of the University. A request from the University shall be sent to the CWA District Vice President.
3. Negotiating in Executive Sessions - Normally all negotiating sessions will be considered to be in executive session. However, in such case that either party desires to bring a person who is not part of the negotiating team; this will be permitted on an occasional basis. Each team shall be limited to six (6) members. In no event, however, shall the Union engage more than four (4) such employee participants in connection with any particular negotiating session conducted during working hours.
4. Caucus - In an effort to establish a cooperative atmosphere for negotiations, every effort will be made to limit caucus time to 30 minutes. In such case that either party needs more time, the other party will be so notified.
5. Negotiating Sessions - The parties shall confer concerning the time and place of the initial negotiating session. The time and place of each subsequent session shall be established before any session is concluded, or, if necessary, by mutual agreement thereafter.
6. Written proposals - All major proposals and counter proposals should be provided in writing. All agreements reached in principle between the parties shall be presented in writing before acceptance. The intent of this provision is to ensure that all parties clearly understand the proposals before final acceptance and not to inhibit the negotiation process.
7. Scheduling - The parties shall make good faith efforts to schedule negotiating sessions so that members of the Union's bargaining team, who are also members of the bargaining unit, shall not miss scheduled work time as a result of such negotiations.

B. IMPASSE

1. If by thirty (30) days prior to the expiration date of this Contract, agreement cannot be reached on all issues, then either party may call for the services of the Federal Mediation and Conciliation Services (FMCS). Should negotiations be progressing, the parties may wish to postpone the use of the FMCS until a later date. If one party requests the services of FMCS, the other shall join in the request. Should there be a cost involved, it will be divided equally between the University and the Union. Should the parties be unable to reach an agreement by the expiration date of the Agreement, the Union may exercise its rights under O.R.C. 4117.14 (D) (2).
2. The parties agree that this impasse procedure supersedes the dispute resolution procedure as set forth in Section 4117.14 of the Ohio Revised Code.

C. AGREEMENT

There shall be four (4) signed copies of the final Agreement and each shall be signed by the President of the University on behalf of the University and the District Vice President of the Union on behalf of the Union.