

Suggested Ground Rules for BOT-UFF Collective Bargaining
Finalized October 20, 2022

The BOT Bargaining Team proposes the following ground rules for collective bargaining:

- All attendees shall conduct themselves professionally and respectfully, regardless of the bargaining meeting format, i.e., whether face-to-face, virtual, or hybrid.
- All bargaining team members are encouraged to appear on camera throughout meetings that are conducted in a virtual format.
- All speakers, including bargaining team members, shall appear on camera while speaking during meetings that are conducted in a virtual format.
- During virtual meetings, all attendees shall identify themselves by first and last names; phone numbers are not sufficient identification for attendees, unless the attendee is identified by name at the beginning of the meeting.
- The chat log during a joint BOT-UFF virtual meeting shall become part of the official record of that meeting.
- Only bargaining team members may use the chat feature during joint sessions of virtual bargaining meetings. Each team may decide who may use the chat feature during that team's virtual caucus (breakout) sessions.
- These ground rules shall remain in effect indefinitely.
- These ground rules may be amended at any time by mutual agreement of the parties.