

ARTICLE 5

NEGOTIATIONS PROCEDURES

A. Sunshining and Negotiations

1. The parties shall agree to a date on which to exchange initial proposals for a successor agreement or for reopeners. Negotiations shall commence after both parties have submitted initial proposals which shall be “sunshined” according to law.
2. The parties shall mutually agree upon ground rules for conducting negotiations sessions.
3. Negotiations shall take place at mutually agreeable times and places and could extend beyond the normal workday.
4. The Association will designate no more than five (5) representatives for purposes of negotiations with the Superintendent.

B. Reopeners

This is a closed Agreement except as follows:

1. Each party may reopen two (2) Articles in addition to Salary/Health Benefits annually during the term of the Agreement.
2. The parties by mutual consent may agree to reopen additional Articles.
3. The parties shall meet as needed to discuss concerns about implementation of the Agreement or other ongoing concerns and may reach agreements as necessary.

C. Distribution of Contract

1. The Superintendent or their designee shall provide a printed copy of the collective

bargaining agreement to all unit members upon being hired to work for the county. The Superintendent shall also make available to the Association president or their designee, enough printed copies of the collective bargaining agreement for all existing unit members within (30) days each time a successor agreement has been ratified by both parties (typically every three (3) years). During all other years when a tentative agreement has been ratified by both parties affecting the collective bargaining agreement, the Superintendent or their designee shall notify and provide by electronic mail (email) to all unit members, within thirty (30) days, an electronic copy for download of the changes to the Agreement.