

**CITY OF SAN JOSE & INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
LOCAL 230****2009 NEGOTIATIONS GROUND RULES**

1. PURPOSE

The purpose of these negotiations is to reach agreement on a successor Memorandum of Agreement (MOA) between the International Association of Firefighters, Local 230 and the City of San Jose.

2. NEGOTIATION SESSIONS

Negotiation sessions shall be public.

3. ISSUES AND PROPOSALS

The deadline for submitting new issues and/or proposals is July 15, 2009. After that date, new issues may be raised by mutual consent of the parties. Issues not submitted before that date or not raised by mutual consent after that date may not be presented at arbitration.

4. PROPOSALS

During negotiating sessions, all City and IAFF, Local 230 negotiating team members may express opinions, share ideas, suggest options, and provide additional information. However, statements of individual team members shall not constitute a proposal, counterproposal, or rejection of a proposal, unless specifically articulated as such by the Chief Negotiator.

5. TENTATIVE AGREEMENTS & DROPPED ISSUES

Tentative agreements (TAs) will be identified as such. They are binding only upon final agreement of all contract terms or after an arbitration award.

Dropped issues or TA's will not be revived in arbitration.

Tentative agreements are subject to approval by the City Council and ratification by the IAFF, Local 230 membership unless adopted as part of an arbitration award.

6. RELEASE TIME FOR BARGAINING TEAM MEMBERS

A maximum of three IAFF, Local 230 representatives will be compensated for negotiation sessions that occur during their regular work schedule. The City shall not pay overtime for time spent in negotiations.

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7. IMPASSE, MEDIATION AND INTEREST ARBITRATION

In the event impasse is declared regarding contract negotiations for a new MOA, the parties will participate in mediation prior to arbitration in an attempt to resolve the dispute, pursuant to Section 47.1.2 of the MOA.

Interest Arbitration shall proceed in accordance with City Charter Section 1111.

For the City of San Jose

For IAFF, Local 230

Date: _____

Date: _____