



GROUND RULES FOR NEGOTIATIONS

- 1) Negotiating sessions will be closed to the general public and shall be held virtually or at the Town of Bristol's Howden Hall.
- 2) Each side will have full authorization to make commitments and make tentative agreements subject to ratification by the Bristol Town Selectboard and the Union.
- 3) All agreements reached shall be tentative, subject to an entire package being reached. At the conclusion of the negotiations, a memorandum of understanding will be drawn up and signed.
- 4) At each meeting, the time and the date for the next two (2) meeting shall be determined.
- 5) Each side shall have the right to caucus at any time for reasonable time periods.
- 6) No new proposals as opposed to counter proposal from either side can be submitted after the second (2nd) negotiation session.
- 7) Cancellation of meeting for unforeseen circumstances will be permitted by either side. A conscientious effort will be made to give reasonable notice.
- 8) Each session will be approximately two hours in duration unless it is mutually agreed to extend the meeting.
- 9) Each session will start at the scheduled time, if either side is more than 15 minutes late starting the session; the meeting can be cancelled by the other side.
- 10) There will be one official spokesperson designated by each negotiating team.
 - a. The Town's negotiating team will consist of:
Ian Albinson, Selectboard
Valerie Capels, Town Administrator
Bruce Nason, Chief of Police
 - b. The Union's negotiating team will consist of:
Chris Hoar/Sean McArdle, NEPEA Representatives
Francis Smith, Bristol Local President



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11) New proposals shall be made in writing using Blue Underscore to indicate proposed additions and ~~Red Overstrike~~ to indicate deletions.

12) There will be no information released to the press until either side files for mediation.

Christopher R. Hoar

New England P.B.A.

Bristol, VT

Date: *11/08/2024*

Date:

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WWW.NEPBA.ORG

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