

**Stationary Engineers, Local 39
And
County of Solano**

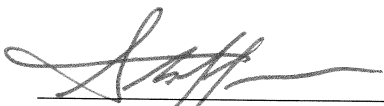
2022 Negotiated Ground Rules

**For Unit #10
Skilled Craft and Service Maintenance**

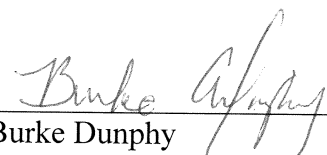
Solano County (County) and the Stationary Engineers Local 39 (Union), collectively “the Parties,” agree to the following ground rules. They will apply to the negotiations between the Parties over the terms of a successor Memorandum of Understanding (“MOU”) between them that expires October 21, 2022. The Parties agree as follows:

1. Chief Spokesperson. The Chief Spokesperson for Solano County is Burke Dunphy and for the Union is Stan Eichenberger. If a Party changes its Chief Spokesperson, it shall notify the other Party as soon as practical.
2. Negotiation Authority. Only the Party’s Chief Spokesperson will have the authority to make, modify, withdraw, or agree to proposals.
3. Bargaining Teams and Resource Persons. The Parties have identified those persons who will serve, in addition to the Chief Spokesperson, as the Party’s respective bargaining team members. Either party may invite subject matter experts, or persons with special knowledge related to the negotiations, to any session upon reasonable notice. Reasonable notice of any substitutions shall be provided - usually at least 24 hours to accommodate release time, absent exigent circumstances.
4. Meeting Dates, Times, and Locations. The Chief Spokesperson for each team will schedule meetings. The Parties will schedule mutually convenient dates, times, and locations for negotiations. The parties will provide a minimum of five (5) calendar days’ notice to another of the need to a bargaining session, unless such notice is not possible, in which case, as much notice as possible will be provided.
5. Ethics. All negotiating team members from both the Union and the County agree to bargain in good faith, respect each other, and negotiate in an ethical and professional manner.
6. Meeting Agendas. At the conclusion of each negotiations meeting, a tentative agenda will be set for the following meeting. Either Party is free to place subject matters on the

14. Timely Commencement of Negotiation Meetings. The Parties commit to adequately prepare in advance of each session so the negotiations meetings can start promptly at the pre-scheduled time or as otherwise agreed.
15. Ratification Recommendation. When an overall tentative MOU(s) is agreed upon, the Union bargaining team and the County bargaining team will recommend that the MOU(s) be ratified to their respective constituencies. When a final proposal is made by the County to the Union, the Union agrees to present it for consideration to the membership. Upon ratification by the membership and signing by the Union's Chief Spokesperson, the County bargaining team will recommend that the Board of Supervisors ratify the tentative agreement and authorize its signing by an authorized County representative.
16. Duration. The Ground Rules Agreement will take effect upon signing by the Parties' respective Chief Spokespersons and will expire upon adoption of a successor agreement or upon implementation of a last, best and final offer by the County, whichever first occurs.
17. Provisions Presumed to Carry Forward. All terms and conditions of employment that are not encompassed by a subject matter of bargaining or specific proposal introduced by either party, will carry forward unchanged into a new collective bargaining agreement, except for side letters and purely ministerial changes (e.g., obsolete language, implied changes in cross reference, etc.).



Stan Eichenberger
Local 39 Chief Spokesperson



Burke Dunphy
County Chief Spokesperson

Date: 7/19/22

Date: 7/19/22