

Negotiations Ground Rules
between
Broome Community College and the County of Broome
and the
Faculty Association of Broome Community College
June 22, 2021

1. The bargaining team members shall be the following:

For the College:

Colin Leonard, Esq.

Penny Haynes

Michele Snyder

Lynn Fedorchak

Jeannette Tillotson

Larry Allen

For the Union:

Michael Lynch

Suzanne Shepard

Tim Skinner

Julianne Martin Klepfer

Kristin Bensen-Hause

David M. Michalak

Lisa Antalek

Dawn Graney

Julie Cooley

Each side shall be permitted to substitute one or more bargaining team members.

2. Each bargaining team shall designate one chief spokesperson. All scheduling and correspondence regarding negotiations will be done through each team's chief spokesperson. All members of each bargaining team are free to speak during negotiations. The chief spokespersons for each side shall be:

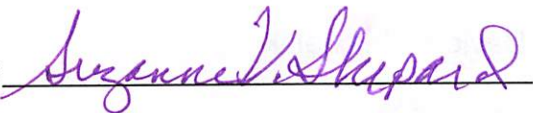
Michael Lynch shall be the Union's chief spokesperson.

Colin Leonard, Esq. shall be College's chief spokesperson.

3. Negotiations will be conducted in closed session only and attended by each side's bargaining team. Each side shall be permitted to bring experts or presenters to address specific subject matters during negotiations.

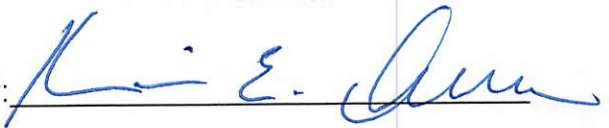
4. When taking a caucus, each side shall estimate the expected length of the caucus and use its best efforts to adhere to the time identified and notify the other side of any need for additional time.
5. When a Tentative Agreement is reached, it shall be reduced to writing and signed by each party.
6. All Tentative Agreements are subject to a final agreement on a total contract and no Tentative Agreement will bind either party until a contract is ratified by both parties.
7. Both negotiating teams shall, upon the achievement of a total agreement and as soon as possible thereafter, recommend the agreement reached to their respective bodies for ratification.
8. A total agreement is subject to ratification by the bargaining unit and the Board of Trustees.

**FACULTY ASSOCIATION OF
BROOME COMMUNITY COLLEGE**

By: 

Dated: 6/22/21

**BROOME COMMUNITY COLLEGE
AND THE COUNTY OF BROOME**

By: 

Dated: 06/22/2021