

**GROUND RULES
LETTER OF AGREEMENT**

This Agreement is entered into between the State of Oregon acting through its Department of Administrative Services, hereinafter called the "Employer," and the Service Employees International Union Local 503, Oregon Public Employees Union, hereinafter called the "Union."

The purpose of this Agreement is to establish ground rules for the negotiations of the successor agreement to the 2009-11 State of Oregon/SEIU Agreement covering strike-permitted and strike-prohibited bargaining units.

1. Negotiations shall begin December 8, 2010. Negotiations concerning both bargaining units shall proceed together under the conditions outlined in this Agreement unless or until such time that the strike-prohibited unit initiates interest arbitration under the Public Employees Collective Bargaining Agreement (PECBA). Negotiations at the Coalition Tables shall begin no later than **February 14, 2011**.
2. The cutoff date for submitting Central Table proposals, excluding counter proposals, shall be no later than **March 1, 2011**. Coalition initial proposals, excluding counter proposals, shall be submitted no later than **March 1, 2011**. For purposes of the PECBA, the 150-day period for good faith negotiations will begin December 8, 2010, the first bargaining session.
3. When tentative agreement is reached on a proposal, each party's spokesperson(s) will initial and date it. Except as otherwise noted in this subsection, tentative agreements may not be reopened unless the parties mutually agree otherwise.
4. All tentative agreements are subject to ratification by the parties as a total settlement at the completion of negotiations.
5. If ratification by either party is unsuccessful, all tentative agreements are reopened.
6. For the sole purpose of ORS 243.650(10) (Fair Share), the execution date of the Agreement shall be the date the Agreement is ratified by the Union. This has no impact on retroactivity or any other provisions of the Agreement.
7. Articles not opened by an initial proposal from either party are considered closed and shall be included without change into the successor Agreement, unless modified by mutual agreement.
8. Letter of Agreements shall continue into the successor Agreement unless they are specifically agreed to sunset with the current Agreement at the time of their original signing or where either party proposes to continue, delete, or renegotiate an agreement.
9. The parties may, by mutual agreement, refer Central Table proposals to the Coalition Tables or Coalition Table proposals to the Central Table.

FOR THE EMPLOYER

Eva M. Corbin
Pat McLeod

DATE
12/8/10
DATE

FOR THE UNION

[Handwritten signatures]

12/8/10
DATE
12/8/10
DATE