

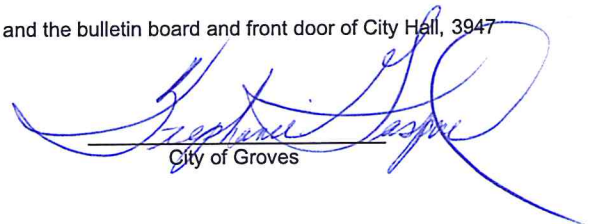


***City of Groves and Groves Professional Firefighters Association Local 1905
Negotiations
June 21, 2022, at 10:00 a.m.
Council Chambers
3947 Lincoln Avenue, Groves, Texas 77619***

AGENDA

1. Call to Order
2. Discuss and take necessary action regarding the Ground Rules for Collective Bargaining Negotiations.
3. Receive and review proposals from the Groves Professional Firefighters Association Local 1905.
4. Set date and time for the next meeting.
5. Adjourn.

I certify that the above notice of meeting was posted on the city website and the bulletin board and front door of City Hall, 3947 Lincoln Avenue, on June 16, 2022, at 10:00 AM/PM.


City of Groves

GROUND RULES FOR COLLECTIVE BARGAINING NEGOTIATIONS
CITY OF GROVES
AND
THE GROVES PROFESSIONAL FIREFIGHTERS ASSOCIATION, LOCAL 1905

The following shall constitute the Ground Rules for the negotiations of the Collective Bargaining Agreement beginning June 21, 2022, between the City of Groves (City) and the Groves Professional Firefighters Association, Local 1905 (Association).

1. The bargaining team for the Association consists of the following persons. Lt. Haden Grove, Captain Joshua Hidalgo, Captain Curtis Trahan, Joe Tellez, International Association of Firefighters Representative

Release time must be approved through _____.

2. The bargaining team for the city consists of the following persons: Lamar Ozley, Finance Director, Stephanie Gaspard, Director of Human Resources, and Lance Billeaud, Fire Chief. Melissa Cranford, Attorney
3. No more than **four (4)** representatives from each side may attend and participate at any one time, except by mutual agreement.
4. Each bargaining team shall designate one bargaining committee member to act as primary spokesperson. This shall not be interpreted to prohibit any representative of either party from speaking on any issue at appropriate times.
5. In the event the primary spokesperson changes, all previous agreements will remain unaltered.
6. All official proposals and counterproposals shall be made through the primary spokesperson of each team.
7. At each meeting, the time, date, and location of the next meeting will be scheduled or confirmed, along with a back-up date in the event of an unforeseen cancellation.
8. Other than in an emergency, each party will endeavor to give at least three days' notice of cancellation.
9. Meetings shall normally be scheduled to begin at **10:00 a.m.** and will be held at **City Hall**. Each session will be no more than three (3) hours in duration unless it is mutually agreed otherwise.
10. Each side shall have the right to caucus at any time for a reasonable period of time and shall inform the other party of the anticipated length of the caucus.
11. Initial proposals shall be submitted by the Association by the first negotiating session. Initial proposals shall be submitted by the City by the second negotiating session. No new proposals (as opposed to counterproposals) shall be submitted by either side after the third negotiating session. All original proposals shall be presented in writing.

12. The parties agree that all negotiation sessions, except for team caucuses and any mediation session are open to the public pursuant to Texas Government Code, Chapter 552.
13. All tentative agreements will be reduced to writing, initialed, and dated at the meeting agreed upon or by the next meeting. It is understood that all tentative agreements are subject to final agreement being reached.
14. At the conclusion of the negotiations, a memorandum of agreement shall be drafted and signed by all parties, subject to ratification by the bargaining unit and the City Council.
15. No tape recording or transcripts shall be made of the bargaining sessions, and there shall be no official minutes of records. Both parties are free, however, to keep their own notes.
16. The ground rules listed above constitute all the ground rules agreed to by the parties and they supersede any other agreements the parties may have made regarding the ground rules.
17. The Association agrees that none of its members shall contact, or direct or encourage contact with any member of the City Council of the City of Groves, the Fire Chief, any member of City's management staff, any City employee excluding members of the Association, or official during any stage of the negotiations for (1) solicitation of information, excluding that information available through Texas Public Information Act, or (2) discussion of any issue relating to the negotiations, without mutual consent of the primary spokesperson.
18. The City's negotiation team, the members of the City Council of the City of Groves, and the City's management staff agree to the same terms regarding contacting, directing, or encouraging contact with, or the solicitation of information from any Association member or any acting in their behalf.

AGREED TO AND ACCEPTED BY:

X

CITY

X

ASSOCIATION

BARGAINING TEAM

CITY

ASSOCIATION

