Hudson started the meeting by indicating that in conversation with Morgan, the parties had agreed to meet today to begin the process of bargaining for the 2011-2014 agreement and to discuss the scheduling of Interest Based Bargaining (IBB) training. He indicated that they had also talked about scheduling times for bargaining.

Morgan agreed to chair the meeting. He said that he was pleased that the Management Team was at the table. He said that it renewed his faith in the ongoing commitment to the IBB process and the scheduling of a time for IBB training and renewal seems in order. He asked for ideas on scheduling the IBB Training session. Following some discussion the parties agreed to have at least one (1) full day of IBB training. It was also agreed that during the first session following the training the parties would identify and work on some of the non-contentious aspects of the Agreement in order to practice the IBB concepts discussed during the training.

Morgan indicated that going through the training is important as it would help the IBB Team from reverting to bad habits during bargaining. He stated that it seemed impossible to get times when everyone is able to attend. He suggested that the times should be scheduled so that most people could attend and indicated that such a schedule would be a good start to the proceedings.

Following an introduction of the team members, the parties worked on scheduling the date for IBB training and dates for bargaining. If was agreed that for whole day sessions lunch would be provided with the parties sharing the costs. The partial schedule (with locations to be decided) is as follows:

- Friday February 4, 2011, 8:30 a.m. to 5:00 p.m. **IBB Training**
- Monday February 14, 2011, 1:00 p.m. – 4:00 p.m.
- Friday February 18, 2011, 1:00 p.m. – 5:00 p.m.
- Tuesday February 22, February, 2011, 1:00 p.m. – 4:00 p.m.
- Wednesday February 23, 2011, 10:30 a.m. – 1:30 p.m.
- Monday February 28, 2011, 9:30 a.m. – 11:30 a.m.
- Tuesday March 1, 2011, 9:00 a.m. – 12:00 noon
Addressing what he called the mechanism to conclude the Agreement, Morgan indicated that, from what he saw during the last round of bargaining, he liked the idea of having the language projected on a screen and Maddy said that a laptop and a projector would be useful. Hudson indicated that he would think about it as, in his view, it did not necessarily work as it should. It was noted that the Team should remember that the discussion of issues is not the same as discussing articles. Jim said that another approach might be to focus on the issues and use technology only when addressing actual language.

Hudson agreed to work on getting the rooms assigned for the date listed. Morgan asked if some sessions could be held outside of AB5. Agreeing that he would look into it, Hudson said that it all depends on what rooms are available through the scheduling system. Hudson also agreed to have a computer and projector available for the training session.

Morgan said that during this round of bargaining he would like to see the contract organized in a slightly different way. He said that during the life of the 2011-2014 Agreement the University student population is expected to exceed fifteen thousand (15,000) and we are likely to add about one hundred (100) new faculty and staff lines in addition to associated personnel. He said that the UFF is looking to build something better and want the Agreement to be more approachable and readable and is interested in changing some of the wording in the Agreement. He indicated that he is aware that we need to think about the implications and unintended consequences of making word changes but the contract needs to be more approachable and easier to read. He said that there may be stated as well as unstated agendas and those may be affected by unexpected legislative decision which may be a surprise to everyone. Noting that this is as much an opening statement as he would like to make at this time, Morgan said that there are some things that we will both have to live with as an evolving part of the climate.

Hudson said that the management team comes to the table with a sense of openness seeking an Agreement that the parties would agree to accept and live with. He said that IBB involves shared interests, shared benefits and shared risks and is not an us versus them approach to bargaining. It also cannot be a case of wanting only benefits without any of the attendant risks – a sort of win-
lose approach. He stated that if we agree to use IBB then we must really commit to IBB in the full sense or else we should abandon IBB. Hudson noted that during this round of bargaining we have it within our power to transform how we do business and in so doing we can transform the organization together. He said that the management team will continue to remain open but that there has to be more to the process than what we call it.

Hallie said that she is not interested in being involved in traditional bargaining. She said that everyone needs to be aware of shared benefits and shared risks and must work in light of that. She said that we do not want to say we are doing IBB while practicing traditional bargaining.

The next meeting will take place on February 14, 2007, 1:00 p.m. to 4:00 p.m. with the Management Team running the meeting.

The Agenda for the next meeting will include:

- Ground Rules Development
- Articles which the parties believe will be best suited for use as an extension/follow-up to the IBB training and which will likely result in relatively quick resolution.

Respectfully submitted,

Hudson Rogers