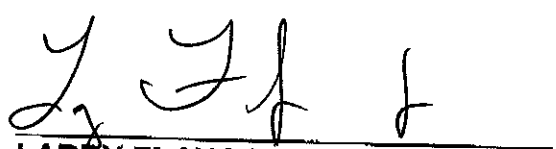
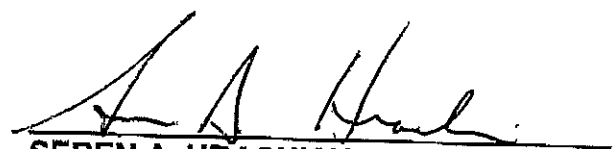


**SECURITY SERVICES UNIT – NYS - NYSCOPBA**  
**GROUND RULES, 2007**

1. **Size of team** - New York State Correctional Officers and Police Benevolent Association (NYSCOPBA) will have a negotiating team of 12 employees. All members of the negotiating team will be placed on the day shift (Monday through Friday) effective from the start of negotiations until negotiations conclude. No members of the negotiating team will be replaced by substitutions on a daily basis. However, if a member of the negotiating team drops out, it will be permissible to replace him or her on a full-time basis. Attendance shall be subject to verification by the President of NYSCOPBA.
2. **Location** - Negotiation sessions will be held at The Clarion, Watervliet Avenue Extension, but if, during the course of negotiations, some factor determines its use no longer appropriate, the parties, by mutual agreement, will discuss alternate facilities. To the extent practicable, there will be no charge to the parties for the meeting space.
3. The parties agree to conduct negotiations at the table and not in the media. In the event that either party wishes to make statements in the media regarding these negotiations, they should notify the other party as soon as possible in advance, but in no case with less than 48 hours notice. This does not preclude Union communications with its membership nor State communications with its management force.
4. **Spokesperson** - Each party will have designated spokespersons. This does not preclude subcommittees functioning under the leadership of a different spokesperson, nor for consultants under the direction of the spokesperson to address the committees.
5. **Schedule** - We will begin negotiations by discussing Ground Rules on or about July 27, 2007. Initial proposals shall be exchanged on or about September 20, 2007. Basic questions of clarification shall take place on or about September 21, 2007. While modifications may be proposed, no new demands may be submitted after October 31, 2007, and the parties will strive for an agreement as soon as possible.
6. All negotiations, except for the first meeting, shall be conducted in private, attended by the members of the bargaining teams of each party, and such consultants as either party may wish to utilize.
7. All requests from either side for information will be responded to promptly to the extent practicable.

8. The negotiating team for each party must be fully empowered and authorized to make and respond to proposals, make counter proposals and in all respects to negotiate in good faith.
9. As a general rule, there shall be no agreement until there is a final agreement on all topics of negotiations, including side letters and benefit programs, as well as the specific language of each provision of the Agreement. Notwithstanding, this rule, however, it is understood and agreed that all or some compensatory topics of negotiations may be resolved through interest arbitration (Chapter 586 of the Laws of 2001, as modified by Chapter 220 of the Laws of 2002). An interest arbitration award may be issued separately from the Agreement for all other topics of negotiations.
10. The parties agree to abide by the Clean Indoor Air Act.

  
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**LARRY FLANAGAN, JR.**  
President  
NYSCOPBA

  
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**SEREN A. HRACHIAN**  
Associate Director  
NYS Governor's Office of Employee  
Relations

Dated: 8/01/07

Dated: Aug 1, 2007