GROUND RULES
LOYOLA UNIVERSITY OF CHICAGO FACULTY-SEIU LOCAL 73 NEGOTIATIONS
June 29, 2016

1. All tentative agreements must be reduced to writing and initialed/signed and dated by both parties. To the maximum extent possible, each party’s proposals shall be submitted to the other party using the red-font strikethrough/underlined blue font protocol.

2. The date, time and location of negotiations meetings will be scheduled in advance by the mutual agreement of the parties, and the parties will strive to avoid cancellations. Subject to mutual agreement of the parties, in the early phase of negotiations, dates for negotiations shall be scheduled in 3-4 hour increments, and during later phases of negotiations, they shall be scheduled in 5-8 hour increments. Most of the negotiation meetings will be held at Loyola University of Chicago’s (the “University”) Lake Shore Campus. At a mutually agreeable time in the negotiations process, the University and the Union will alternate locations for negotiations between a site on the University’s Lake Shore Campus and Union’s offices.

3. The parties will mutually agree on the scope of issues/proposals that will be bargained in this contract and any updates or changes to scope of issues/proposals. (See Attached List)—The parties agree that non-economic proposals in phase one (boilerplate language) will be addressed first, followed by phase two proposals that have some elements of economics, and “fully economic” proposals will be bargained last (“fully economic”, meaning wages and benefits). The parties will mutually agree on the order of proposals taken up in each of the phases. However, by mutual agreement the parties may agree to carry over some proposals towards the end when “fully economic” proposals are negotiated.

4. Caucuses may be called by either party at any time during negotiations without explanation of the reason for the caucus to the other party. However, if either party needs to start a bargaining session with a caucus, then they shall duly notify the other party in advance of the bargaining session of that day.

5. Both parties shall clearly communicate to each other when negotiations have concluded on any given day.

6. Tentative agreements reached by the negotiating team on behalf of SEIU Local 73 are subject to ratification and approval by the bargaining unit membership.

7. Tentative agreements reached by the negotiating team on behalf of the University are subject to ratification and approval of its Provost, President and Board of Trustees.

8. Members of the bargaining unit and other SEIU staff invited by the Union may attend bargaining meetings as observers and/or participants with 24 hour notice.

9. College of Arts and Sciences and University Administrators invited by Management’s negotiating team may attend bargaining meetings as participants with 24 hour notice.

10. Management’s negotiating team will provide SEIU Local 73 with membership lists within 20 business days after the beginning of the Fall and Spring semesters. Management’s negotiating team will provide SEIU Local 73 with other requested information needed for the purposes of bargaining within a mutually agreed upon time.

11. Management and the Union will provide guest internet access as well as printing capabilities when at each other’s facilities.
12. The parties agree to give each other twenty-four hour notice if there will be any additions or departures from their respective bargaining teams.

13. Use of audio and video recording devices or other such technology is strictly prohibited during bargaining meetings. Skype or telephone participation in negotiations is permitted.

14. Each party can request amendments to these ground rules at any time; all changes must be in writing and approved by both parties.

AGREED:

[Signature]
For SEIU Local 73

7-19-16

Date

[Signature]
For Loyola University of Chicago

07/19/2016

Date
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<tr>
<th>Phase</th>
<th>Priority</th>
<th>Issues / Proposals</th>
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<td>Both (1) &quot;Non-Economic&quot; Both (2) &quot;Some-Economic&quot; Both (3) &quot;Full-Economic&quot;</td>
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July 19, 2016
List of scope / issues for bargaining
economic proposals are requested. "Ground Rule #3\n
"Each of the phases, however, by mutual agreement the parties may agree to carry over some proposals towards the end when "fully bargaining is completed." Fully economic meaning wages and benefits. The parties will mutually agree on the order of proposals taken up in bargaining first, followed by phase two proposals. "Fully economic proposals will be addressed first, followed by phase two proposals that have some elements of economics and "Fully economic proposals will be in scope of issues/Proposals. The parties agree that "Non-economic" proposals in phase one (collaborative language) will be in scope of issues/Proposals. The parties agree on the scope of issues/Proposals that will be bargained in this contract and any updates or changes."

| Phase | Priority Within Phase | Management / Union Proposals | Both | XXXII \n|-------|----------------------|-------------------------------|------|--------|
| 1-5.4 | "Non-Economic"       | Both                          | Both | XXXIII  Handbook \n|       | 1) "Non-Economic"    |                               |      | XXXII  Relationship to Faculty \n|       |                     |                               |      | XXXI  No Strike \n| 1-5.6 | "Fully-Economic"     | Both                          |      | XXX  Course Cancellation Fee \n|       | 3) "Fully-Economic"  |                               |      | XXXIX  Pay Day \n| 1-5.6 | "Some-Economic"      | Both                          |      | XIX  Health & Safety \n|       | 2) "Some-Economic"   |                               |      | XXXVIII Responsible for \n|       |                     |                               |      | X XVII Management Rights & Responsibilities \n|       |                     |                               |      | X X VI Appointments \n|       |                     |                               |      | XX V Appointments & Re- \n|       |                     |                               |      | XX IV Terms of Agreement \n|       |                     |                               |      | XXIII Compensation - Wages \n|       |                     |                               |      | XXI  Benefits \n| 3) "Fully-Economic"  | Both                          |      | XX  Access to Services \n|       | "Some-Economic"      | Both                          |      | XXX Issues / Proposals \n| 3) "Fully-Economic"  |                               |      | \n| 3) "Fully-Economic"  |                               |      | \n| 3) "Fully-Economic"  |                               |      | \n| 3) "Fully-Economic"  |                               |      | \n| 2) "Some-Economic"   |                               |      | \n| 2) "Some-Economic"   |                               |      | \n| 1) "Non-Economic"    |                               |      | \n
July 19, 2016

List of scope / Issues for Bargaining