**Silent Observer Guidelines**

Silent observers shall remain muted in the media platform during the bargaining session.

MCCC unit members shall be considered observers of the MCCC.

Active participation, including but not limited to speaking during bargaining sessions, is limited to bargaining team members and any experts that either party wishes to participate.

Observers shall not speak, disrupt, distract or interrupt bargaining.

If an observer engages in disruptive conduct, they will be asked to comport themselves in an appropriate manner by the bargaining team chair. If the disruptive behavior continues after such warning, the observer will be asked to leave the session/platform by their respective bargaining team chair. All bargaining shall pause until the disruptive observer leaves the session/platform. The observer may be allowed to attend future sessions (provided they do not interrupt bargaining in that session).

**In addition, silent observers may not take screenshots or record the meeting on another device.**