

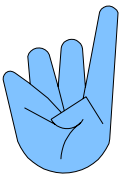
## FIST TO FIVE

While any variety of methods may be utilized by each group of unit members to reach agreement at a site for a waiver, the Association and the District agree that agreement for waivers is defined in Article 23. Also, any vote to reach consensus, no matter the method used, must provide at least as many options as provided in the “Fist to Five”; no simple Yes or No vote can be taken. (Sites are encouraged to build consensus through discussion and compromise rather than simply taking a vote and stopping.) The Association has the right to check for and validate that agreement was reached among unit members at the site. It is understood that the Association may utilize the “Fist to Five” method when checking for consensus.



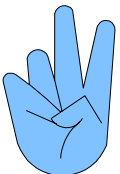
FIST

“I can’t live with the decision; I will block it or leave the group.”



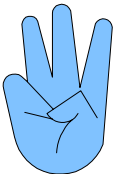
ONE

“I can live with the decision; I don’t like it but I won’t block it; I won’t sabotage it.”



TWO

“I am not excited by the decision; I will do some work to support it.”



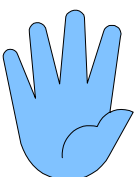
THREE

“I think the decision is okay; I will get involved.”



FOUR

“I think the decision is good; I will work hard to support it.”



FIVE

“I think the decision is great; I will work hard and help others to be successful at it.”