

ARTICLE XX. LABOR MANAGEMENT COMMITTEE
HAW-UAW Counter Proposal November 15, 2024

UNIVERSITY COUNTER
~~10-16-24~~

ARTICLE XX
LABOR MANAGEMENT COMMITTEE

Section A. A joint Labor Management Committee (LMC) shall be established to provide a forum for communications between the Union and the ~~Employer~~ **University**: Employer.

1. The LMC shall meet to discuss **matters of concern to either or both sides**, administration of this agreement and **other related issues that are not the subject of an active grievance.** ~~address any and all issues that affect the collective bargaining relationship, excluding any issue that has been submitted as a grievance. Resolutions agreed upon in the LMC shall be binding on all parties.~~ **Such meetings shall not be used for the purpose of conducting negotiations on any subject.**
2. **Any resolution or agreements that may be made as a result of these meetings shall be reduced to writing and signed by the parties.**
3. ~~2-~~ While the LMC shall not formally resolve active grievances, the Union reserves the right to bring concerns to the table as part of a broader discussion of systemic issues affecting the workforce. **Any such discussions will not toll the time limits for filing and pursuing grievances under Article XX, Grievance and Arbitration Procedures.**

Section B. The Union shall have the right to designate up to ~~five (5)~~ **seven (7)** representatives, including rank-and-file members and Union staff, ensuring diverse perspectives from the bargaining unit. The ~~Employer~~ **Employer** ~~University~~ will also **have the right to** designate ~~no more than five (5)~~ **up to seven (7)** representatives. ~~With a 48-hour advance notice, either party may bring non-committee members to LMC meetings~~ **Additional parties may attend by mutual agreement** to present information related to the agenda.

~~Section C. Parties may choose at their own discretion to bring non-committee members to LMC meetings for any purpose related to that meeting's discussion topics.~~

Section C. ~~D-~~ The LMC shall meet at least once per semester and on an ad hoc basis ~~at either party's request. by mutual agreement.~~ **as needed.** These meetings shall take place at a mutually convenient time and place. **The parties shall schedule any LMC meeting at least twenty-one (21) calendar days in advance.**

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~~A request for an ad hoc meeting~~ LMC meetings may be ~~submitted requested~~ in writing by either party. ~~Such requests shall by sending a request including~~ a statement of the issues to be discussed ~~to the other party.~~

Section D. ~~E.~~ ~~e.~~ The parties shall use best efforts to set agendas that shall be mutually agreed upon at least seven (7) business days prior to each LMC meeting, but the Union retains the right to expand the discussion as needed in order to address any emerging or urgent issues. Failure by the ~~Employer~~ ~~Employer~~ ~~University~~ to provide ~~adequate scheduling or~~ agenda input will not justify canceling the meeting.

Section E. ~~F.~~ ~~All Union representatives and non-committee members participating in the LMC meetings shall receive paid release time to attend such meetings.~~ ~~Union representatives on the committee will suffer no loss of compensation to attend such meetings.~~ ~~This shall not, however, abrogate the responsibility for accurate effort reporting by any Employee compensated under a grant or other sponsored research.~~