

ARTICLE XX. LABOR MANAGEMENT COMMITTEE

HAW-UAW Proposal October 2, 2024

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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.

1. The LMC shall meet to discuss administration of this agreement and 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.
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.

Section B. The Union shall have the right to designate up to five (5) representatives, including rank-and-file members and Union staff, ensuring diverse perspectives from the bargaining unit. The Employer will also designate no more than five (5) representatives.

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 D. The LMC shall meet at least once per semester and on an ad hoc basis as needed. LMC meetings may be requested in writing by either party by sending a request including a statement of the issues to be discussed to the other party. These meetings shall take place at a mutually convenient time and place.

Section 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 to provide adequate scheduling or agenda input will not justify canceling the meeting.

Section F. All Union representatives and non-committee members participating in the LMC meetings shall receive paid release time to attend such meetings.