

ARTICLE XX. LABOR MANAGEMENT COMMITTEE

Tentative Agreement November 15, 2024

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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 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. 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. 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 seven (7) representatives, including rank-and-file members and Union staff, ensuring diverse perspectives from the bargaining unit. The Employer will also have the right to designate up to seven (7) representatives. With a 48-hour advance notice, either party may bring non-committee members to LMC meetings to present information related to the agenda.

Section C. The LMC shall meet twice per semester and on an ad hoc basis by mutual agreement. 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. Any meeting may be canceled by mutual agreement.

A request for an ad hoc meeting may be submitted in writing by either party. Such requests shall include a statement of the issues to be discussed.

Section D. 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 agenda input will not justify canceling the meeting.

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Section E. 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.