

## **ARTICLE 7**

### **Labor-Management Committees**

#### 7.1 Purpose

The parties agree to establish labor-management committees in order to promote a climate conducive to constructive employee relations. Such committees will not address issues of contract interpretation. Such committees may address issues including but not limited to the following:

- increasing productivity and quality;
- facilitation of work processes;
- promotion of cooperative and harmonious relations;
- facilitation of effective communication between the parties; and
- continuous improvement through worker participation.

#### 7.2 Statewide Labor-Management Committee (SLMC)

- a. The parties shall establish a SLMC composed of eight (8) members, four (4) representatives from each side. Included on the committee will be one (1) staff representative each from Local 6070 and the Office of Labor Relations.
- b. The SLMC will meet at mutually agreed times and locations, but no less than twice each year.
- c. Written agendas will be jointly prepared in advance of each meeting by the staff representatives on the committee. A written summary will be prepared of actions taken and recommendations made by the SLMC. The parties will alternate responsibility for chairing the meetings and preparing the written summary.
- d. Recommendations of the SLMC will be forwarded to the Statewide Director of Labor Relations and the Business Manager of APEA/AFT. The Director and the Business Manager will respond to the recommendations in writing to the SLMC within sixty (60) calendar days or may request a meeting of the SLMC. They will identify issues and concerns regarding the recommendations and will suggest options for implementation of the recommendations.
- e. Each party will be responsible for the costs of its representatives on the SLMC. Time spent by Bargaining Unit Members in committee meetings will be considered work time. If meetings begin or end outside of work time, that time will not be compensated. A good faith effort will be made to schedule these meetings on work time. Time spent by Bargaining Unit

Members prior to or after scheduled SLMC meetings shall not be considered work time.

- f. The SLMC may invite representatives from the University and the Union to render assistance and/or participate as the SLMC deems appropriate.
- g. The SLMC will receive an orientation and training in labor-management committee processes prior to beginning operation.

### 7.3 Other Labor-Management Committees

- a. Other labor-management committees may be established at the MAU, department, or other organizational level of the University, or to address specific issues.
- b. Establishment, composition, scope, and meeting schedules of these committees shall be established in writing by mutual agreement of the Director of Labor Relations and Local 6070.
- c. Each MAU shall have a safety committee.
- d. Time spent by Bargaining Unit Members in committee meetings will be considered work time. If meetings begin or end outside of work time, that time will not be compensated. A good faith effort will be made to schedule these meetings on work time. Time spent by Bargaining Unit Members prior to or after LMC meetings shall not be considered work time.
- e. Recommendations of these committees will be forwarded to the immediate Director and LOCAL 6070 staff. The immediate Director and LOCAL 6070 staff will respond to the recommendations in writing to the committee within thirty (30) calendar days or may request a meeting of the committee. They will identify issues and concerns regarding the recommendations and will suggest options for implementation of the recommendations.
- f. Any labor-management committee established under this Article will receive an orientation and training in labor-management committee processes prior to beginning operation.

### 7.4 Labor-Management Committee Limitations

- a. Labor-Management Committees do not have the authority to take any action that is in contravention of any term of this Agreement.
- b. Labor-Management Committees do not have the authority to enter into binding agreements between the parties to this Agreement.

Recommendations of a committee which would require modification or amendment of an express term of the Agreement will be referred to the Availability of Parties Process.