

ARTICLE 15
LABOR/MANAGEMENT RELATIONS

A. LABOR-MANAGEMENT MEETINGS

The University and the Union agree that labor-management meetings for the areas of discussion set forth below shall be held in accordance with the following provisions:

1. Local Campus/Laboratory Labor-Management Meetings
 - a. Local labor-management meetings shall be held quarterly, unless mutually agreed otherwise by the parties.
 - b. Provided that the local campus/Laboratory has employees covered by this Agreement, one bargaining unit employee shall be in a without-loss-of-straight-time pay status not to exceed a total of eight (8) hours each per meeting. The parties may mutually agree to allow additional unit employees to attend the local campus/Laboratory labor-management meetings. The parties may by mutual agreement place the additional attendee(s) in a without-loss-of-straight-time pay status. One non-employee AFSCME staff member may attend the local campus/Laboratory labor-management meetings.
 - c. Any travel and subsistence expenses incurred shall be the responsibility of the employees. However, reasonable actual travel (at the employees' campus/ Laboratory) during the employees' regularly scheduled hours of employment shall be in a without-loss-of-straight-time pay or benefits status not to exceed a total of eight hours for any one meeting which shall also include the time actually spent in the labor-management meeting.
 - d. Items to be included on the agenda for the aforementioned labor-management meetings are to be submitted at least seven calendar days prior to the scheduled date of the meeting if at all possible. Each party shall designate a chair, which shall have responsibility to make arrangements for the scheduled labor-management meeting. The chairs shall mutually agree to the agenda, time and place of the meeting. Appropriate agenda items for such meetings include:
 - 1) administration of the Agreement;
 - 2) disseminate general information of interest to the parties;

- 3) jurisdictional areas of bargaining unit employees;
- 4) health and safety matters regarding bargaining unit employees;
- 5) Affirmative Action matters regarding bargaining unit employees;
- 6) information regarding personnel transactions and vacancies;
- 7) give representatives an opportunity to express their views, or to make suggestions on subjects of interest to employees of the bargaining unit, including topics such as alternate work schedules and child care;
- 8) provisions of the contract which call for local mutual agreement; and
- 9) additional items mutually agreed to by the parties for placement on the agenda.

2. University-wide Labor-Management Meeting

- a. A University-wide labor-management meeting shall be held once a year unless mutually agreed otherwise. The Office of Labor Relations of the Office of the President and AFSCME Local 3299 shall discuss items such as the administration of this Agreement. The agenda for this meeting shall be determined by mutual agreement of the parties at least seven calendar days prior to the scheduled meeting date.
- b. Provided that the local campus/Lawrence Berkeley National Laboratory has employees covered by this Agreement, ten/nine (10/9) bargaining unit employees (one from each campus/Laboratory) shall be in a without-loss-of-straight-time pay status for time spent in the labor-management meeting held during their regularly-scheduled hours of employment. The parties may by mutual agreement:
 - 1) increase the total allowable hours of without-loss-of-straight-time pay status;
 - 2) allow additional unit employees to attend the University-wide labor-management meeting;

- 3) place the additional attendees in without-loss-of-straight-time pay status.
 - c. Any travel and subsistence incurred shall be the responsibility of the employees. However, reasonable actual travel during the employees' regularly scheduled hours of employment shall be in a without-loss-of-straight-time pay or benefits status not to exceed a total of eight hours for any one meeting which shall also include the time actually spent in the labor-management meeting.
3. It is expressly understood by the parties that the purpose of the aforementioned labor-management meeting(s) is not to negotiate but is to discuss and provide information. In no way may the result of such meetings be to change, eliminate or add to the provisions of this Agreement.