

## **ARTICLE 43 - LABOR/MANAGEMENT MEETINGS**

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

- A. Labor-management meetings shall be held quarterly, unless mutually agreed otherwise by the parties.
- B. A maximum of three (3) bargaining unit employees, one (1) each from Trade Operations (Physical Plant), Heating Plant (Physical Plant), and Lick Observatory (Mt. Hamilton) 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 bargaining unit employees to attend the labor-management meetings. The parties may by mutual agreement place the additional attendee(s) in a without loss of straight time pay status. Two (2) non-employee AFSCME staff member may attend the labor-management meetings.
- C. Any travel and subsistence expenses incurred shall be the responsibility of the employees. However, reasonable actual travel during the employee's 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 (8) hours for any one (1) 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 (7) calendar days prior to the scheduled date of the meeting if at all possible. Each party shall designate a chair, who 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 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;
- 9) employee housing, Lick Observatory, Mt. Hamilton; and
- 10) matters of contracting out, including reviewing contracts requested by the union,
- 11) additional items mutually agreed to by the parties for placement on the agenda.

E. 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.