

ARTICLE 11
LABOR-MANAGEMENT MEETINGS

A. SYSTEM-WIDE LABOR-MANAGEMENT MEETINGS

1. The Union may request to schedule up to three (3) systemwide meetings per year with the University (Office of the President, Employee & Labor Relations), unless the parties mutually agree otherwise. The University shall make a reasonable effort to schedule such meetings within thirty (30) days of the written request.
2. Additionally, the University and the Union agree to meet once per year, following the Union's written request, to discuss the fringe benefit plans, coverages, benefit schedules, carriers, providers, premium rates, eligibility criteria and the amounts, if any, of University and/or employee contributions.
3. The agenda of the meeting(s) shall be determined by mutual agreement of the parties at least seven (7) calendar days prior to the scheduled meeting date, provided that additional items may be added within seven (7) days of the meeting or during the meeting itself by mutual agreement of the parties.
4. The Union may request release time for up to a total of thirteen (13) bargaining unit employees. No more than two (2) bargaining unit employees may be released from any single location, and no more than one (1) bargaining unit employee may be released from any single department, unless otherwise mutually agreed upon. Such representatives will be released from work in a without-loss-of-straight-time pay status to attend the scheduled meeting(s) provided the Union has given the University at least seven (7) calendar days written notice of their designation. In the event that the designated Union representative cannot attend such a meeting due to exigent circumstances, an alternate representative shall not unreasonably be denied from attending such a meeting. The parties may mutually agree to allow additional unit employees to attend the meetings and may, by mutual agreement, agree to place those attendees in a without-loss-of-straight-time pay status while in attendance at the meeting(s).

B. LOCAL LABOR-MANAGEMENT MEETINGS

1. The Union may request to schedule up to six (6) meetings per year at each campus/location, unless the parties mutually agree otherwise. The University shall make a reasonable effort to schedule such meetings within thirty (30) days of the written request.
2. The Union shall designate up to two (2) bargaining unit employees to attend the meetings, with no more than one (1) bargaining unit employee released from any single department, unless otherwise mutually agreed on. Bargaining unit employees shall be released in a without-loss-of-straight-time pay status to attend each scheduled meeting provided the Union has given the University at least seven (7) calendar days' notice of their selection, unless otherwise mutually agreed upon. The parties may mutually agree to allow additional unit employees to attend the meetings and may, by mutual agreement, agree to place those attendees in a without-loss-of-straight-time pay status while in attendance at the meeting(s).

3. The agenda of the meeting(s) shall be determined by mutual agreement of the parties at least seven (7) calendar days prior to the scheduled meeting date, provided that additional items may be added within seven (7) days of the meeting or during the meeting itself by mutual agreement of the parties.

C. AGENDA ITEMS

1. Appropriate agenda items for system-wide and local labor-management meetings include:
 - a. Administration of the Agreement;
 - b. Dissemination of general information of interest to the parties;
 - c. Health and safety matters regarding bargaining unit employees;
 - d. General work environment-related issues, not pertaining to the facts of an individual employee's complaint(s);
 - e. Information regarding personnel transactions and vacancies;
 - f. Giving representatives an opportunity to express their views, or to make suggestions on subjects of interest to employees of the bargaining unit; and
 - g. Additional items mutually agreed to by the parties for placement on the agenda.

D. RELEASE TIME

1. Release time provided shall be in accordance with the provisions of Section A.4, Section B.2, and Section D.2, of this Article.
2. Without-loss-of-straight-time pay status release time will be provided for the duration of the meeting, and for reasonable travel time to and from the meeting. Up to a total of eight (8) hours in one day release time may be provided for attendance at a system-wide labor-management meeting. Any travel and subsistence incurred by the employee(s) attending the meeting(s) shall be the responsibility of the employee or the Union. The University shall not unreasonably deny members release time to attend the meeting(s).