

ARTICLE 16 NEW TECHNOLOGY

- A.** The use of technology shall not be a substitute for an employee's exercise of professional judgment in the execution of job duties.
- B.** There shall be a joint Union/Management systemwide committee to discuss issues related to technology in the workforce. The committee shall meet up to two (2) times per year. The purpose of the committee shall be to discuss topics related to technology in the workforce, including the emergence of new technology, training, support, and other areas of interest. The process for such meetings shall be as follows:
 - 1. Either party may request the meeting in writing, and the parties will mutually agree on a date and modality. Absent agreement regarding modality, the parties will meet in-person in Oakland, California.
 - 2. The parties shall each submit agenda items to each other at least ten (10) workdays before the meeting date. Agenda items should fall within the broader purpose of the committee outlined above.
 - 3. In the event neither party submits an agenda ten (10) workdays before the scheduled meeting, the meeting will not be convened.
 - 4. The composition of the committee shall be as follows: five (5) Union representatives and five (5) management representatives. Additional individuals may attend by written agreement of the parties.
 - 5. The Union must submit a written request for employee release time at least seven (7) work days before the scheduled meeting. Such employees will be counted as Union representatives, and the release time shall be granted unless operational requirements determine otherwise. Permission to attend these meetings shall not be unreasonably denied.
- C.** When the University plans to implement new technology for which HEERA would require notice, the University shall provide thirty (30) day calendar notice to the Union. Upon request by the Union after such notice, the parties shall meet and confer over the impacts of these technologies on terms and conditions of employees.
 - 1. If such a request is made, the University will meet with the Union within fifteen (15) calendar days of its request, when practicable.
 - 2. If the parties do not reach agreement as a result of these negotiations, the impasse procedures pursuant to HEERA shall apply.
 - 3. Nothing herein prevents the Union from filing a Request for Information regarding these matters.