

ARTICLE 10
MEETINGS

SECTION 1. LABOR-MANAGEMENT MEETINGS.

A. General.

Labor-Management Meetings shall be for the purpose of maintaining communications in order to cooperatively discuss and resolve problems of mutual concern to the parties. Items to be included on the agenda for such meetings are to be submitted at least seven (7) calendar days in advance of the scheduled meeting dates unless mutually agreed otherwise. Appropriate subjects for the agenda are:

- (1) Administration of the Agreement;
- (2) General information of interest to the parties;
- (3) Expression of employees' views or suggestions on subjects of interest to employees of the Bargaining Unit; employee job enrichment; and
- (4) Involvement of employees in relevant work place matters including health and safety matters relating to the Bargaining Unit employees; and
- (5) Improvement in the quality of work life for employees in the Human Services Support Bargaining Unit.

The parties shall be prepared for and have authority to address issues on the agenda, based upon information provided about the nature and background of the issues prior to the meeting.

Such meetings shall not be considered negotiations, nor shall they be considered as a substitute for the grievance procedure.

B. Representation.

The Union shall designate representatives to Labor-Management Meetings in accordance with this Section. For meetings in the UIA, the President shall be entitled to designate up to four (4) representatives who shall be employed in this Bargaining Unit. In all other departments, the Union shall be entitled to designate up to three (3) representatives who shall be employed in this Bargaining Unit. At least one such representative shall be employed in the relevant Department.

C. Scheduling.

Labor-Management Meetings shall be scheduled upon request of either party, but not more frequently than bi-monthly, except as may be mutually agreed on a case-by-case basis.

D. Pay Status of Designated Union Representatives.

Up to the limit established in this Article, properly designated Union Representatives to Labor-Management Meetings shall be permitted time off from scheduled work up to a maximum of eight (8) hours per meeting for necessary travel and attendance at such meetings. Overtime and travel expense are not authorized.

SECTION 2. STATE EMPLOYER.

As may be mutually agreed, the State Employer may meet with representatives of the Union. Discussions at these meetings shall include, but not be limited to, administration of the Agreement.

SECTION 3. SPECIAL CONFERENCES.

In the event that a situation arises which requires immediate discussion and action, a Special Conference shall be convened between the parties within two (2) weekdays.