

guthrie
Kristine Koor *AAW* *HB* *J* *D*

1 **ARTICLE 106--LABOR-MANAGEMENT COMMITTEES**

2 **Section 1.** To facilitate communication between the Parties, the Parties will establish an Agency
3 level joint Labor-Management Committees at each SEIU represented Agency when requested by
4 the Union. An Agency and the Union may mutually agree to establish joint subcommittees. The
5 Committees shall take steps to ensure consistency with the Collective Bargaining Agreement.

6 The Committees shall be on a meet-and-confer basis only and shall not be construed as having
7 the authority nor entitlement to negotiate. The Committees shall have no power to contravene any
8 provision of the Collective Bargaining Agreement, nor to enter into any agreements binding on
9 the Parties to this Agreement or resolve issues or disputes surrounding the implementation of the
10 Contract. Matters which may require a Letter of Agreement shall not be implemented until a Letter
11 of Agreement has been signed by the Labor Relations Unit and the Executive Director of the SEIU
12 Local 503, OPEU.

13 No discussion or review of any matter by the committees shall forfeit or affect the time frames
14 related to the grievance procedure. Matters that should be resolved through the grievance and
15 arbitration procedure shall be handled pursuant to that procedure.

16 At the conclusion of each fiscal year, the Parties shall discuss the concept of Labor-
17 Management Committees and whether they should be modified, continued, or discontinued.

18 **Section 2. Composition.** Any Agency Committee shall be composed of three (3) employee
19 members appointed by the Union and three (3) members of management unless mutually agreed
20 otherwise.

21 Staff representatives of the Labor Relations Unit and the SEIU Local 503, OPEU may render
22 assistance to a committee in procedural and substantive issues as necessary to fulfill the objectives
23 of this Article and may participate in such meetings.

Section 3. Meeting Schedule. Committees shall meet when necessary, but not more than once each calendar quarter, unless mutually agreed otherwise.

Section 4. Pay Status.

(a) Agency employees appointed to the Agency Committee shall be in pay status, during time spent in Committee meetings, as well as travel from their worksite to the meeting and back, unless prior authorized to initiate travel from home. Time spent outside of the employees' scheduled working hours will be unpaid. Approved time spent in meetings shall neither be charged to leave credits nor considered as overtime worked. By mutual agreement, subject to the operating needs of the Agency, employees may attend meetings in person, via telephone or videoconferencing. The Union will be responsible for all other employee expenses related to lodging and/or travel.

(b) ~~Agencies, upon request, will adjust their current scheduled time of the Agency's Statewide Labor Management Committee meeting by up to thirty (30) minutes so the Union Committee members can meet~~ **on paid time** prior to the commencement of the joint meeting **for at least thirty (30) minutes**. This language shall not preclude the Agencies from granting more than thirty (30) minutes preparation time **for these meetings or** ~~or from granting preparation time~~ for regional committees.

(c) Upon mutual agreement, the parties will identify and use available resources to provide joint training about the intent and conduct of Labor-Management Committees for the Agency's Statewide Labor-Management Committee. This training will be on paid work time if provided during the employee's regular work schedule, or if the Employer approves a work schedule change, including shift trades, without penalty payment pursuant to [Article 40-](#)

Penalty Pay. The Parties will jointly coordinate the training to jointly determine the curriculum.

- (d) Employees are expected to timely report back to their worksite following the end of the meeting and related travel time. Otherwise, employees may temporarily adjust their schedule or request time off as long as such request is made in advance and approved by their immediate supervisor or designee.