

**ARTICLE 15
LABOR- MANAGEMENT MEETINGS**

A. LOCAL LABOR-MANAGEMENT MEETINGS

The University and UPTE agree to meet, following UPTE's written request, up to four (4) times per year unless the parties mutually agree otherwise. Each party shall designate a chair, who shall have responsibility to make arrangements for scheduling the labor-management meeting and for drawing up the agenda. Non-employee UPTE representative(s) may attend the meetings.

1. Up to two (2) bargaining unit employees shall be released in a without-loss-of-straight-time pay status to attend each scheduled meeting, provided UPTE has given the University at least seven (7) calendar days' notice of her/his selection. The parties may 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 status while in attendance at the meeting(s).
2. Items to be included and discussed at the meetings are to be submitted at least seven (7) calendar days prior to the scheduled date of the meeting. Items not so submitted need not be responded to at the meeting. Appropriate agenda items for such 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 nondiscrimination-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;
 - g. subcontracting issues;
 - h. staffing issues;
 - i. alleged violations of Article 35 – Respectful and Fair Treatment, Section A., and

- i. additional items mutually agreed to by the parties for placement on the agenda.

B. UNIVERSITY-WIDE LABOR-MANAGEMENT MEETINGS

1. The University (Office of the President Office of Employee & Labor Relations) and UPTE agree to meet, following UPTE's written request, at least once per year to discuss items such as the administration of this Agreement. Additionally, the University and UPTE agree to meet at least once per year, following UPTE'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. 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.
2. UPTE may request release time for up to a total of eleven (11) bargaining unit employees (but no more than one from each campus/hospital or Laboratory). Such representatives will be released from work in a without-loss-of-straight-time status to attend the scheduled meeting(s), provided UPTE has given the University at least seven (7) calendar days notice of her/his selection. 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 status while in attendance at the meeting(s).

C. RELEASE TIME

1. Release time provided shall be in accordance with the provisions of Section A.1., Section B.2., and Section C.2., of this Article.
2. Without-loss-of-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 university-wide labor/management meeting. Any travel and subsistence incurred by the employee(s) attending the meeting(s) shall be the responsibility of the employees or UPTE.