

## LABOR MANAGEMENT MEETINGS

### Article 17 Section 5

The Local is entitled to have designated, regular Joint Labor/Management Committee meetings at the Local level and the District Level as may be appropriate, for the purpose of discussing, exploring, and considering with management matters of mutual concern; provided neither party shall attempt to change, add to or vary the terms of the National Collective Bargaining Agreement. They will meet as needed, but not less than once every quarter unless otherwise provided in the parties' Local Memorandum of Understanding. The Employer will compensate one (1) designated representative from the Union concerned with the subject matter of the meeting for actual time spent in the meeting at the applicable straight-time rate, providing the time spent in such meetings is a part of the employee's regular scheduled work day.

*(Check Article 14 there are other management requirements to a Joint District Labor-Management Safety Committee)*

**Locals should hold management to having these Local and District Labor/Management Meetings. The Local President should hold a meeting with the Craft Officers and Committee Members to get the facts on the disputes, or issues of concern, get the evidence and the requested resolution ready, a week before providing the agenda to management. Provide the list of agenda topics and provide the list of union attendees and who will be paid on the clock prior to the meeting. Together ground rules should be set concerning the meeting schedule, location, chairpersons, minutes and how they are to be corrected by both parties and timely, and how resolutions/remedies will be in writing in the minutes. This is where the Union utilizes its voice on behalf of the Membership. Minutes from the Labor/Management Meetings can be posted on the union bulletin board and should be kept as important Union documents. Minutes can be utilized in grievances as documentation that states management's position. You want to make sure that the union did everything possible to attempt to get a resolution, don't accept "will get back with you" they had a week to prepare, that's bad faith bargaining!**