

ARTICLE 46
WORKPLACE COMMITTEES

A. LOCAL LABOR-MANAGEMENT MEETINGS

1. 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.
2. Up to two (2) bargaining unit employees may be released in a without-loss-of-straight-time pay status to attend scheduled meetings; provided UPTE has given the University at least fourteen (14) calendar days' notice of his/her 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).
3. At least seven (7) calendar days prior to the scheduled date of the meeting, UPTE shall submit the items to be included and discussed. At the meeting, the University need not respond to inquiries about items not submitted seven (7) days in advance. Appropriate agenda items for such meetings include:
 - a. Administration of the Agreement;
 - b. 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 and workload issues; and

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

B. UNIVERSITY-WIDE LABOR-MANAGEMENT MEETINGS

1. One General Meeting And One Benefits Meeting

a. General Meeting

The University (Office of the President, Office Labor Relations) and UPTE agree to meet, following UPTE's written request, once per year to discuss items such as the administration of this Agreement.

b. Benefits Meeting

The University and UPTE agree to meet once per year, following UPTE's written request, to discuss the benefit plans, coverage, 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 10 workdays prior to the scheduled meeting date. At that same time, UPTE must identify the names of employees for whom it is requesting paid release time, in accordance with Section C.2., below.

2. Release Time

- a. UPTE may request release time for up to a total of six (6) bargaining unit employees but not more than one (1) employee from each campus/hospital/laboratory. Designated representatives may 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 fourteen (14) calendar days notice of his/her 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).
- b. Release time provided shall be in accordance with the provisions of Sections A.2. and B.2.c. of this Article.
- c. 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 (1) 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 employee(s) or UPTE.

C. LOCAL PROFESSIONAL PRACTICE COMMITTEES

1. General Provisions

- a. A Practice Committee of bargaining unit employees may be established at each major medical center. Additionally, a Practice Committee of bargaining unit employees may be established in each Student Health Center on campuses not having a major medical center.
- b. The purpose of the Committee is to consider and constructively recommend to the appropriate administration ways and means to improve health care professional practice and/or patient care. Under no circumstances shall the committee address issues of contract interpretation or application, nor shall the committee's purpose be to address issues related to collective bargaining or the modification of contract terms.
- c. When feasible, the University shall provide information requested by the Practice Committee within thirty (30) calendar days of receipt of the request. Up to once per quarter the University's designee shall meet with the Practice Committee at one of its scheduled meetings. Whenever the Committee makes a written recommendation to the designee, he/she shall ensure that the recommendation is coordinated with the appropriate administrator. The designee will respond to the Committee within thirty (30) calendar days of receipt of the recommendation unless the committee members and the University mutually agree that the time may be extended. The response may take the form of a personal discussion with committee members, or it may be in writing.

2. Release Time

- a. Paid release time will be provided for one (1) member for every one hundred (100) bargaining unit employees or major fraction thereof at the facility, provided that not more than one (1) member shall come from a particular patient care unit or equivalent. Paid release time shall not exceed two (2) hours per member in any one quarter.
- b. Nothing shall preclude the designee from authorizing additional release time upon request by the Practice Committee.

- c. The appropriate Office of Labor Relations will coordinate release time for Practice Committee members.