

This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

Article 10 – Labor-Management Meetings

A. Labor-Management Meetings

1. The University and UAW shall engage in University-wide Labor-Management meetings for the purpose of reviewing and devising ways to address on-going need of Academic Researchers~~Postdoctoral Scholars~~ for the mutual benefit of Academic Researchers~~Postdoctoral Scholars~~ and the University, and to make recommendations to appropriate University officials. The parties agree to meet, following the written request of either party, on a quarterly basis. The parties may agree to additional meetings.
2. Each party shall designate a person to serve as Co-chair for the meetings. The Co-chairs shall work together to schedule the meeting times and locations, shall specify the agenda, and agree on the information and individuals necessary to conduct an informed meeting. Each party's Co-chair will communicate any cost and/or burden associated with providing the requested information as soon as such cost/burden is known.
3. Agenda items not specified at least seven (7) calendar days prior to the scheduled date of the meeting, need not be responded to at the meeting. Appropriate agenda items for Labor-Management 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. health care benefits matters of interest to the parties;
 - e. professional development issues;
 - f. leaves of absence
 - g. issues of interest to international Academic Researchers~~Postdoctoral Scholars~~;
 - h. childcare issues; and

- i. extramural funding agencies guidelines pertaining to issues such as leaves applicable to Academic Researchers~~postdoctoral scholars~~.

B. Release Time

1. The UAW may designate up to four (4) Academic Researchers~~Postdoctoral Scholars~~ to attend each scheduled one-day Labor-Management meeting. The University shall not unreasonably deny these Academic Researchers~~Postdoctoral Scholars~~ release from work provided:
 - a. the designated Academic Researchers~~Postdoctoral Scholars~~ provide at least seven (7) calendar days notice of the need to be absent from the work site;
 - b. the designated Academic Researchers~~Postdoctoral Scholars~~ work with their supervisor to ensure completion of research requirements.
2. The parties may agree to allow additional Academic Researchers~~Postdoctoral Scholars~~ to attend the meetings, provided the Academic Researchers~~Postdoctoral Scholars~~ comply with the provisions in §B.1., above.
3. Any travel and subsistence incurred by the employee(s) attending the meeting(s) shall be the responsibility of the Academic Researchers~~Postdoctoral Scholars~~ or UAW.