

Union-Management Communication Committee BYLAWS

1. OFFICIAL NAME:

Union-Management Communication Committee

2. MISSION AND PURPOSE

The College and the Union endorse the goal of a constructive and cooperative relationship. The mission is to promote and foster such a relationship, a Union-Management Communication Committee. The purpose of the committee(s) is to provide communication between the parties, to share information, to address concerns and to promote constructive union-management relations.

3. GOVERNANCE

The Collective Bargaining Agreement between the State of Washington and the Washington Federation of State Employees Higher Education Community College Coalition (WFSE HE CCC) establishes the work of this committee. [Collective Bargaining Agreement](#) (Article 38)

4. AUTHORITY

Committee meetings will be used for communications between the parties, to share information and to address concerns. The committee will have no authority to conduct any negotiations or modify any provision of the collective bargaining agreement.

5. SUB-COMMITTEES

Ad hoc committees may be established by mutual agreement.

6. MEMBERSHIP AND LEADERSHIP

The College and Union will be responsible for the selection of their own representatives. The committee(s) will consist of up to six (6) college representatives and up to six (6) employee representatives. If agreed to by both parties, additional representatives may be added.

The Co-Chairs of the committee shall be the Vice President of Human Resources or designee and the Chief Shop Steward or designee.

7. MEETINGS

All committee meetings will be regularly scheduled on mutually acceptable dates and times. Agenda items will be exchanged prior to the meeting date. Each party may keep written

records of meetings. If the topics discussed require follow-up by either party, it will be documented and communication will be provided by the responsible party.

8. OPERATING PROCEDURES

Either party may propose items for discussion on topics which may include, but are not limited to: administration of the Agreement, changes to applicable law, legislative updates, resolving workplace problems and/or organizational change.

The committee(s) will meet, discuss and exchange information of a group nature and general interest to both parties.

9. RELEVANT ACCREDITATION STANDARDS, POLICIES, AND/OR PBLICATIONS

The Collective Bargaining Agreement between the State of Washington and the Washington Federation of State Employees Higher Education Community College Coalition (WFSE HE CCC) [Collective Bargaining Agreement](#).

10. MINUTES

Each party may keep written records of meetings. If the topics discussed require follow-up by either party, it will be documented and communication will be provided by the responsible party.

11. CHANGE OF BYLAWS

These by-laws may be amended at any time by a majority vote of the membership and are subject to mandatory changes necessitated by changes to the Collective Bargaining Agreement.

12. EFFECTIVE DATES AND CHANGE RECORD

Approved on April 17, 2018 by UMCC

Approved on April 18, 2018 by Executive Leadership Team.