

POLICY 15
LABOR RELATIONS AND NEGOTIATIONS

Rule 15.01 - Responsibility for Collective Bargaining

All negotiations for collective bargaining agreements for Civil Service employees will be under the direction of the University Office of Administration and Human Resources through the Vice President for Business and Finance.

Subject to the advice and consent of the Chancellor, the head of the campus human resources office shall secure all relevant information (including sources of funding) relating to proposed changes to collective bargaining agreements which have been submitted by the campus, units, or labor unions; prepare appropriate analyses of this information; and develop proposed contract changes in final form. Information and proposals shall be submitted to the Associate Vice President for Administration and Human Resources or a designee for approval.

A negotiations committee will be established by the University for each labor contract to be negotiated. Committee members shall be appointed by the head of the campus human resources office from representatives nominated by the units whose employees are affected by the negotiations. Committee membership shall not exceed a reasonable number based upon the size of the bargaining unit.

The Associate Vice President for Administration and Human Resources will appoint a chief negotiator for the negotiation of each collective bargaining agreement. The chief negotiator, in conjunction with the negotiations committee, is authorized to develop a tentative agreement to be submitted for ratification by the University after campus approval.

Regulation

15.011 Recommending Changes in Collective Bargaining Agreements

Prior to the negotiation or renegotiation of any changes in a collective bargaining agreement, the head of the campus human resources office shall invite interested units to recommend changes in existing collective bargaining agreements and to participate in the formulation of a position for all affected units. After approval of the proposed changes by the campus administration, the recommendations will be forwarded to the Associate Vice President for Administration and Human Resources for approval and formulation of the consolidated University position.