

ARTICLE 3 LABOR MANAGEMENT FORUM/RELATIONS MEETINGS

Section 3.01 - General. The parties agree to the establishment of a Labor Management Forum (LMF) / Labor Management Relations meetings. The intent of the LMF/ LMR Meetings is to establish a cooperative and productive labor-management relationship; create a non-adversarial forum for managers, employees and employee union representatives to help identify problems and propose solutions to better serve the public and the agency mission. The Agency shall comply with Executive Order 13522 wherein the head of each Executive agency shall, to the extent permitted by law, allow employees and their union representatives to have pre-decisional involvement in all workplace matters to the fullest extent practicable, without regard to whether those matters are negotiable subjects of bargaining under 5 U.S.C. 7106.

The forum/relations meetings participants are encouraged to share information on pre-decisional topics and make good faith attempts to resolve issues. However, the forums/relations meetings do not replace either party's rights granted by statute; the forums/relations meetings do not take the place of traditional bargaining.

Section 3.02 - Time and Travel. To recognize the importance of this cooperative effort, the time spent by bargaining unit members or Union representatives to travel to/from and participate in LMF meetings described in Section 3.03 will be considered duty time, not official time. By mutual consent, duty time may be used by the Union to prepare for LMF/ meetings and/or LMF training. In the event these activities are conducted beyond normal duty hours, members will be compensated in accordance with applicable law and this Agreement. This shall not preclude Union representatives from utilizing official time before or after LMF meetings.

The Agency will pay employee travel expenses when it is necessary for individuals to travel to LMF/LMR meetings outlined in Section 3.03 of this Article.

Section 3.03 -Structure. Meetings will be conducted at the Local, Regional, and National levels as described below:

Local LMF/LMR Meetings - This forum shall be co-chaired by the Field Office Director or an appropriate Headquarters Director and the Local Union President. The participants shall include the Directors and Union Officials within the office, a representative from the Office of Employee and Labor Relations (ELR), and, by mutual consent, other local persons who may be helpful in the discussion and resolution of issues identified on the agenda. These meetings shall take place at least quarterly, at mutually agreed upon times and places.

Regional LMF/LMR Meetings - These forums/ meetings shall be held annually and should precede the annual National LMR/meeting. The participants shall be the Regional Administrator, a representation from ELR, the Program Office Directors who have employees in the affected offices, the Council RVP, the Local President or representative for each HUD office within the Region, and by

mutual consent other local persons who may be helpful in the discussion and resolution of issues identified on the agenda.

National LMF/LMR Meetings - This forum shall be sponsored by the Deputy Secretary for HUD and the AFGE Council President. The Deputy and Council President will be present on the first day of the forum/meeting to give introductory remarks and to set the tone for the agenda and outline the desired outcomes of the forum/meeting. The Deputy and Council President may designate alternates to assume their responsibilities throughout the rest of the forum/meeting. Prior to the meeting the parties will meet on the agenda and mutually determine the attendees. In addition, they will discuss and mutually agree on payment of costs and expenditures. By mutual consent, from year to year, attendees at the LMF/LMR may vary. Typically, the participants in the meetings shall be Officers of the AFGE HUD Council; Regional Vice Presidents; Local AFGE Presidents and Assistant Secretaries or their designated GDAS, and a representative from ELR. By mutual consent other persons who may be helpful in the discussion and resolution of issues identified as agenda topics may be invited to attend. The agenda for this forum/reasons meeting will be mutually determined at least 30 days before the date of the forum/reasons meeting. The agenda will be comprised of items that are national in scope. The Agency and Union shall exchange pertinent information at least 30 days prior to the scheduled LMF/LMR with respect to any reorganization, transformation, or other initiatives and any other topic to be discussed. These meetings shall be held annually, normally in the month of April in Washington, D.C. The meetings will last for 3 (three) days with travel on Monday and Friday before and after the forum. This forum may be facilitated by mutual agreement of the parties.

Section 3.04 - Authority of the Forums/Meetings. As stated above, the LMF/LMR Meetings does not take the place of bargaining as applicable under the statute; however, the parties are expected to work collaboratively in order to make the LMF a suitable and less formal means of resolving issues. The LMF/LMR Meetings may use consensus decision making as the process for reaching agreements, however other decision making processes may be used if mutually agreed upon. The parties are encouraged to put agreements resulting from LMF/Meetings discussions in writing in the forum minutes and in the form of Memoranda of Understanding or Supplements when appropriate.

Section 3.05 - Joint LMF/LMR Training. To achieve optimal results from the LMFs/ LMRs, the best interests of both Parties are served by joint Labor-Management training. The parties agree that the following joint training, both taken and/or given, is of mutual benefit and furthers the goals of the Department. Whenever possible, this type of training will be added to the agenda of the LMF/LMR Meetings. The joint training does not supplant the Union training identified in Article 47 of this Agreement nor does it supersede management's right to conduct these or other types of training. The training may include but is not limited to:

FMCS Labor/Management sponsored training

FLRA sponsored training

New Contract Interpretation

Conflict Resolution/Alternate Dispute Resolution

FLSA Compliance

Any other training recognized by the parties to support Labor Management relations.