

Article 6 - Alternative Dispute Resolution


- The Department and the Union are committed to the use of ADR problem-solving methods to foster a good labor-management relationship.
- ADR processes must be developed jointly to foster cooperative labor-management relationships.
- They should also be effective, timely, efficient, and focused on conflict resolution and problem-solving.
- Participation must be voluntary.
- Parties must ****maintain complete confidentiality****.

Article 6, Section 5B

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**Article 43
Grievance Procedure**


- The purpose of this article is to provide a mutually acceptable method for prompt and equitable settlement of grievances.



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**Article 43, Section 3
Mandatory Filing Extension**

- **** C. "For purposes of an EEO action, the time limit for filing a grievance will be extended by 30 days, beginning with the employee's receipt of a notice of the Right to File a Formal Discrimination Complaint." ****



Article 43, Section 3C

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**Article 43, Section 5
Representation**

- “The only representation an employee may have under this procedure is representative(s) approved in writing by the Union, **** in accordance with Section 7.****” **

Article 43, Section 5




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**Article 43, Section 7A
Procedure**

- **** “Grievance meetings under this procedure will be face-to-face at the location of the grievant.**
- **By mutual agreement, the parties to the grievance may agree to teleconference the grievance meeting.**
- **The Union is entitled to have an equal number of representatives at all steps of the grievance procedure as the Department.” ****


Article 43, Section 7A



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**Article 43
Section 7B, Step 1**


- If there is to be more than one Department official involved in the grievance meeting, the union will be notified in advance.



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Article 43, Section 7
Notes 1 and 2

- Note 1:
 - Added option to teleconference grievance meeting
- Note 2:
 - Added “MSN Director”



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Article 43, Section 7
Note 8


- At all steps, local union gets a copy of all employee-filed grievances and all responses to those grievances.
- Copies must be provided to the union as soon as practicable, but no later than two workdays after receipt.
- Copies of grievance responses must be provided to the union when they are issued.
- When a grievance has been filed, the Department shall not discuss the grievance with the grievant unless the union is given notice and an opportunity to be present.
- Any resolution of a grievance must be consistent with and not conflict with the terms of a collective bargaining agreement.

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Article 43, Section 9
Failure to Respond in Timely Manner

- **** “Should the Department fail to comply with the time limits at any step in Section 7 above, the grievance may be advanced to the next step.” ****


Article 43, Section 9



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Article 44 - Arbitration

- The purpose of this article is to outline procedures for the arbitration of any grievance that remains unresolved *after the final step* under the grievance procedures in Article 43.



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**Article 44, Section 2B
Arbitration Hearing Date**

- **** "The arbitration hearing date must be scheduled (not held) within six months from the date the arbitrator was selected or the grievance will be considered terminated.**
- **An exception to this time period will be made by mutual consent to extend the timeframes.**
- **Additionally, an exception will be made for inability on the part of the arbitrator to provide a hearing date.**
- **Should the Department refuse to participate in scheduling the arbitration within the time frames set forth in this article, the Union may unilaterally schedule the arbitration hearing date."**

** Article 44, Section 2B

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**Article 46
Local Supplement**

- The purpose of this article is to delineate the role of local supplements to the Master Agreement.



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Article 46, Section 1
Basic Rules

- Rule 1: Existing local supplements are grandfathered unless they conflict.
- Rule 2: Master Agreement terms on the same subject prevail.
- Rule 3: New supplements cannot conflict, interfere with, or impair implementation of the Master Agreement.
- Rule 4: Exclusions are identified in their respective articles.



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Article 46, Section 2
Procedure for Local Supplements

1. The parties may negotiate new Local Supplemental Agreements 30 calendar days after completing this Master Agreement training.
2. Supplements may cover any non-conflicting negotiable matter.
3. Negotiated agreements are submitted for review to both national parties.
4. Each national party separately reviews the supplement within 30 calendar days.
5. If either national party notes a conflict with the Master Agreement, it sends written document to the local union and the other national party.

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Article 47- Mid-Term Bargaining

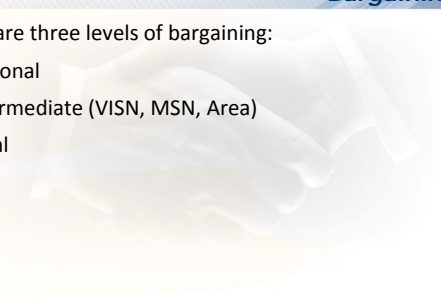
- The purpose of this article is to establish a complete and orderly process to govern mid-term negotiations at all levels.



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Article 47- Mid-Term Bargaining

- There are three levels of bargaining:
 - National
 - Intermediate (VISN, MSN, Area)
 - Local



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Article 47, Section 2 National

- *****If either party initiates a demand to bargain, briefings will occur within 20 workdays of the demand to bargain. Proposals will be submitted 20 workdays after the briefing.*****


Article 47, Section 2



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Article 47, Section 3 Intermediate

- Intermediate level bargaining
 - VISN or Areas
 - Ground rules shall be established by the parties at that level



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**Article 47, Section 4
Local**

- A. Local level bargaining may be required on the impact of a national policy.
- B. "Proposed changes affecting the interests of one local union shall require notice to the President of that local. Proposed changes affecting the interests of two or more local unions within a facility require notice to a party designated by the NVAC President with a copy to the affected local unions."

Article 47, Section 4

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**Article 47, Section 4
Local Mid-term Bargaining**

- C. "Upon request, the parties will negotiate as appropriate. The union representative shall receive official time for all time spent in negotiations."
- **** "D. Ground rules for local bargaining shall be established by the parties at the local level." ****

Article 47, Section 4

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Group Activity

Match Them Up



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