

REGION I LABOR MANAGEMENT PARTNERSHIP GROUND RULES

1. The Labor Management Partnership Committee (LMPC) will be comprised of at least three members each from Management and the National Treasury Employees Union (Union). Management membership in the LMPC will include the Regional Administrator/Deputy Regional Administrator, the Director of Resource Management, and the Region I Counsel. Union Membership on the LMPC will include the Union Vice President, and the two Union Stewards. Four LMPC members, including at least one member of Management and one member of the Union, must be present to have a quorum/meeting.
2. Conduct of LMPC communications and activities will conform with the provisions and terms of the NTEU / NRC Labor-Management Partnership Committee Charter (Sept. 2010) unless otherwise modified, as permitted, by these ground rules.
3. Attendance at LMPC meetings by non-member managers or supervisors is at the sole discretion of management. Attendance at LMPC meetings by non-member bargaining unit employees is at the sole discretion of the Union after receiving agency approval for their duty time. Requests for duty time may be denied only if the employee's absence would cause a work disruption or an emergency exists, per Article 52 of the Collective Bargaining Agreement.
4. The LMPC will meet once every quarter. Ad-hoc meetings will be conducted on an as needed basis. Schedule adjustments shall be made as appropriate to support LMPC efforts. LMPC meetings should be rescheduled rather than cancelled, unless it is mutually agreed that there is an insufficient number of issues to discuss.
5. LMPC meeting minutes will be recorded by a member of the LMPC. In general, Regional Counsel will serve to record the minutes during LMPC meetings. Attendance will be recorded in the meeting minutes. The minutes will be circulated to the Partnership Council members for their review and comments within ten (10) working days after the quarterly LMPC meeting. Meeting minutes will be approved by the LMPC within twenty (20) workdays of the LMPC meeting and then made available to the staff by posting to the Labor Management Partnership Committee Meeting Minutes website (<https://drupal.nrc.gov/lmpc>).
6. For the sake of pre-decisional involvement, Management will share with NTEU any proposed changes to regional staffing covered by Section 5 of the NTEU / NRC Labor-Management Partnership Committee Charter (Sept. 2010). Prior to Management decision on a proposed staffing change, NTEU may request a LMPC meeting to discuss.
7. Agenda items will be collected and developed by the alternating chair of the LMPC and will be provided 10 days prior to the Partnership Council Meeting. Agenda items will be circulated to the LMPC for consideration of additional items prior to the meeting. Either Management or NTEU may request to reschedule a LMPC meeting (up to 20 days after

the original date) to allow for more time to consider and evaluate the agenda items for the meeting.