

## **Labor/Management Relations Section**

### **Section 1.**

Nothing in this Agreement is intended to prevent or discourage the Parties from communicating with each other through their duly appointed representatives at all levels. The Parties encourage a continuing dialogue by their representatives to resolve conflict.

### **Section 2.**

Local levels may establish labor relations committees or provisions for periodic meeting between the Parties. The procedures and processes for such activities are a matter for local level agreement.

### **Section 3.**

At the National and Local levels, the designated representatives will maintain open lines of communication in the day-to-day activities involving the Parties' relationship. Where the Parties believe face-to-face meetings would be appropriate, they may meet to discuss issues of mutual concern. The mechanics and procedures for such meetings will be decided by the representatives based on the circumstances at the time.

### **Section 4.**

Union participation on committees which are not management decision process oriented will be as described in the appropriate subject matter article in this MCBA.

### **Section 5.**

The Agency agrees to provide for reasonable accommodation(s) for qualified disabled employees to participate in labor-management relations activities, either as employees or Union representatives. This is not intended to apply to internal union business or off-site union-sponsored training.

FOR THE UNION

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FOR THE AGENCY

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