

ARTICLE XXVIII
EMPLOYEE-MANAGEMENT AND UNION COMMUNICATIONS

1. SECTION 1. Effective communication between management and
2. the individual employee is essential to the efficient
3. accomplishment of the mission. Therefore, the Employer
4. agrees that group meetings will be held periodically with
5. available employees in the Unit at which time such topics as
6. safety, training, promotion announcements and opportunities,
7. workload, group performance, management studies, and other
8. information pertinent to the mission shall be discussed,
9. consistent with security requirements. These meetings are
10. intended to be informal in nature; however, should they
11. develop into a formal discussion the meeting will be stopped
12. and the Union will be afforded statutory rights to attend
13. the meeting.

14. SECTION 2. The Employer will furnish, upon specific request
15. from the Union, a copy of any written record or report
16. covered by such request pertaining to personnel policies,
17. practices and working conditions of the employees in the
18. Bargaining Unit, subject to the provisions of laws and
19. regulations with respect to release of information. In the
20. event a request for information under this section is not
21. understood by the Employer, the Union will be offered an
22. opportunity to explain the nature of the request.

23. SECTION 3. The Union and/or the Employer may keep such
24. records of meetings between the two parties as either deems
25. necessary unless the parties mutually agree in advance that
26. a formal record of the meetings is necessary. If a formal
27. record is kept, it will include dates, names of attendees,
28. subjects discussed and a summary of the discussions and
29. decisions reached, if any. A copy will be provided to both
30. parties.

31. SECTION 4. In the event that an Unfair Labor Practice (ULP)
32. (5 U.S.C. 7116) is perceived to have occurred, the charging
33. party will normally forward the information appropriate to
34. the FLRA ULP Form to the charged party, together with
35. sufficient facts to allow understanding of the alleged
36. violation. The charged party will have 30 calendar days to
37. resolve the issue at an informal level, providing 30
38. calendar days would not cause the ULP to be untimely.

39. SECTION 5. During the course of investigations/meetings,
40. where the employees request and have a right to
41. representation, the Union will provide a representative as
42. soon as practical but no later than close of business the
43. following work day.