

ADVISORY COMMITTEE CHARTER
COLLECTIVE BARGAINING COMMITTEE (CBC)
Approved by the Board of Directors on May 10, 2008

Charge to the Committee

The CBC shall serve to support the Board of Directors and the UHPA Chief Negotiator in carrying out the statutory requirements pursuant to HRS Chapter 89, as the authorized exclusive representative of bargaining unit 7, for negotiating a successor collective bargaining with the State of Hawaii, the UH Board of Regents, and the UH President. The CBC will make recommendations to the Directors on the proposed changes to the 2003-2009 Agreement, serve as advisors to the Chief Negotiator in the preparation for negotiations and during the direct bargaining with the employer, make recommendations on the strategy to be employed during bargaining, and regularly report to the Directors and bargaining unit on the status of bargaining

Appointment and Term of Committee

The President shall appoint a Chair of the CBC from amongst the Directors and the appointment shall take effect immediately after approval of the Board. The Chair shall present to the Board, for approval, the names of UHPA members to serve on the CBC. The appointment of the members of the CBC shall take effect immediately upon approval by the Board. The appointment of the Chair and the CBC shall continue until the negotiations over a successor contract are completed and the tentative agreement has been ratified by the membership. Upon the affirmative ratification vote of the bargaining unit for a successor agreement, the term of the CBC chair and members shall end.

Membership Description and Size

The CBC shall, as practical, represent the various classifications within the bargaining unit and the respective campuses.

Meeting Frequency

The CBC shall meet at times and places set by the Chair of the CBC. The CBC members may attend the formal negotiating sessions with the employer, agreed to by the Chief Negotiator. The CBC members present at the meetings or the negotiating sessions shall carry out the charge of the committee.

Responsibilities and Tasks

The CBC shall advise the Chief Negotiator on matters of strategy and planning for bargaining. Members of the CBC shall be present with the Chief Negotiator during

the formal negotiating sessions with the State of Hawaii and representatives of the UH President and the Board of Regents.

The CBC, in conjunction with the Chief Negotiator, shall evaluate the current collective bargaining agreement and prior contracts, research salary data, review contract language from other contracts, conduct surveys of the UHPA members, formulate proposals, and prepare responses to counter-proposals received from the employer.

The CBC shall formulate a communication plan for keeping the UHPA membership and Board informed on the progress that shall include the use of the UHPA website, general media news releases, and other direct mailings to various constituency groups. The CBC shall conduct campus meetings and other faculty meetings to discuss the contract bargaining, answer questions, and solicit input.

Once a tentative agreement has been accepted by the Board of Directors, the CBC shall oversee the ratification voting conducted within bargaining unit 7. The CBC shall be responsible for presenting the tentative agreement to the bargaining unit members.

Authority

The CBC may meet with the employer and represent, as part of the team led by the Chief Negotiator, the bargaining unit on all matters subject to bargaining a successor contract. The CBC by majority vote may authorize the Chief Negotiator to enter into individual tentative agreements subject to a complete contract tentative agreement with the employer. The complete contract tentative agreement will be presented to the Board of Directors for approval, and subject to that approval, sent to all members of bargaining unit 7 for a ratification vote.