



## UNIVERSITY POLICY

**SUBJECT:** HUMAN RESOURCES

**TITLE:** LABOR RELATIONS

**CODING:** 00-01-30-20:00

**ADOPTED:** 12/01/88

**AMENDED:** 04/23/07

**LAST REVIEWED:** 04/23/07

I. PURPOSE

To set University policy relative to the conduct of collective bargaining, faculty and staff member rights, grievances, and impasses in negotiations.

II. ACCOUNTABILITY

Under the direction of the President, the Senior Vice President for Administration, the Executive Vice President for Academic and Clinical Affairs, the Deans, Presidents/CEOs of the Healthcare Units and Vice Presidents shall ensure compliance with this policy. The Vice President for Human Resources shall implement this policy.

III. REFERENCE

Collective Bargaining Agreements [http://www.umdnj.edu/hrweb/labor\\_relations/unions.htm](http://www.umdnj.edu/hrweb/labor_relations/unions.htm)

IV. POLICY

A. Organizational Activity

1. The Board of Trustees and the University administration will neither encourage nor discourage faculty or staff members in the exercise of their right to join and participate in the activities of faculty or staff organizations and the efforts of organized faculty or staff members to seek recognition or certification as majority representatives.
2. When the opinion of the University administration concerning an activity of a faculty or staff organization is sought by a faculty or staff member or a group of faculty or staff members, the administration will be free to express such opinion within the limits of law and of existing collective bargaining agreements.
3. The University recognizes that certain activities of a certified majority representative will take place within the facilities of the University. However, no such activity shall in any way disrupt the normal business of the University nor shall it interfere with the ability of any faculty or staff member to carry out his or her assigned responsibilities.
4. All formal and informal transactions with the representatives of faculty or staff organizations will be conducted only by those representatives of the University designated by the Senior Vice President for Administration, Executive Vice President for Academic and Clinical Affairs and the Vice President for Human Resources.

5. No faculty or staff member of the University shall engage in any activity on behalf of a faculty or staff organization while on duty except as authorized in an applicable collective bargaining agreement in effect at the time.
6. No activity of a faculty or staff organization shall be carried on in such a manner as to adversely affect the relationship of the University to its students, patients or other clients.

B. Faculty or Staff Member Rights

Consistent with the terms of the New Jersey Employer-Employee Relations Act, the University expects that a certified faculty or staff organization will represent all members of an appropriate bargaining unit whether or not such faculty or staff members are members of the faculty or staff organization.

C. Appropriate Bargaining Units

1. All bargaining units which include faculty or staff members of the University shall include faculty or staff members of the University exclusively.
2. No bargaining unit which includes non-supervisory personnel shall also include supervisory personnel and no bargaining unit which includes supervisory personnel shall also include non-supervisory personnel.

D. Grievances

The University recognizes the right of faculty or staff who are subject to a collective bargaining agreement to seek adjustment of his/her grievances under the terms set out in the current collective bargaining agreement.

E. Impasses in Negotiations

1. In the event of an impasse in negotiations, the University will in good faith attempt to resolve the impasse through its own resources, the dispute settlement procedure provided by the New Jersey Public Employment Relations Commission and procedures included in any applicable collective bargaining agreement.
2. The University will not condone any strike or other job action and will utilize all the resources provided by law to prevent such action.

By Direction of the President:

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Vice President for Human Resources