

**Article 4-2.00 - Labour Relations Committee (L.R.C.)**

**4-2.01**

The parties recognize the importance of discussing any matter related to the interpretation or application of the collective agreement, in the manner described hereafter.

#### **4-2.02**

Within thirty (30) working days following the date of coming into force of the collective agreement, each party shall appoint three (3) representatives and shall so inform the other party in writing. At the same time, the parties shall designate substitutes. The latter are entitled to sit only when they are replacing the delegates who are absent or unable to act, or if the parties so agree.

#### **4-2.03**

Subject to the provisions of this article, the L.R.C. is autonomous with regard to its operating procedure.

#### **4-2.04**

The L.R.C. shall meet at the request of either party, within the five (5) working days following the receipt of a request.

#### **4-2.05**

A written notice and the agenda involving any item that either the College or the Union wants to have entered on it, must be forwarded to the College and the Union at least forty-eight (48) hours before this meeting. In the same delay, each party transmits to the other party the documentation in its possession that it believes pertinent and related to the items on the agenda.

This agenda must also be posted for the information of all the employees. With the consent of the parties, either party may enter an item on the agenda as of the opening of the meeting.

#### **4-2.06**

In order to have a quorum, the Labour Relations Committee (L.R.C.) must be comprised of at least two (2) representatives of each of the interested parties.

#### **4-2.07**

The employee whose case is brought before the L.R.C. must receive written notice in advance from the College, except in the case of a reduction in personnel. Upon request, provided that he is present at the set time, the employee will be heard by the L.R.C.

Notwithstanding the provisions of the preceding paragraph, in case of a reduction in personnel, only the employee whose position is likely to be eliminated may be heard and this, given the above conditions.

#### **4-2.08**

At no time shall an agreement reached before the L.R.C. alter a provision of the collective agreement, except for the provisions which can be the object of local arrangements on matters provided for in the *Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors* (R.S.Q., c. R-82) or of a local agreement.

**4-2.09**

An agreement reached before the L.R.C. binds the parties and the employee concerned. Failing agreement, the College shall reach a decision and make it known to the Union and the employee within ten (10) working days of the meeting.

**4-2.10**

The College shall consult the L.R.C. before making a decision concerning the following matters:

- a) the implementation of a specific project as provided for in clause 1-1.27;
- b) the way the support personnel employed by the College are to be affected by modifications to the administrative structures and service restructuring;
- c) the elimination of positions provided for in clause 5-4.01;
- d) the consultation provided for in clause 5-9.03;
- e) the distribution of legal and paid holidays, in compliance with the provisions of clause 7-5.02;
- f) the granting of leaves of absence without pay provided for by article 7-10.00 if the duration is more than thirty (30) days;
- g) the introduction of technological changes as provided for in clause 10-2.02 or clause 10-2.04;
- h) the creation of positions following the determination of past and present needs related to occasional tasks as provided for in Appendix "15»;
- i) the amalgamation of services with outsiders as provided for in article 2-5.00;
- j) the granting of continuous outside contracts of a duration of three (3) months or more as provided for in clause 2-4.03;
- k) the transfer of an employee as provided for in clause 5-2.01.

For the purposes of this clause, the College shall allow the Union a period of reflection that takes into account the subject on the agenda and enables the Union to put forward its point of view.

**4-2.11**

A faulty drafting of an agenda or minutes, or failure to comply with any of the time limits provided in clause 4-2.02, clause 4-2.05 or clause 4-2.09 does not entail a delay or nullification of a College decision.

The fact that the Union does not attend a L.R.C. meeting does not entail a delay or nullification of a College decision, unless the Union was not notified in accordance with the time limits provided in clause 4-2.04 on any of the matters listed in clause 4-2.10.

**4-2.12**

A draft of the minutes of a L.R.C. meeting is submitted no later than at the following meeting.